

I.R.

Distant Relations



➤ Minister Joe Hockey & Labor's Julia Gillard compare workplaces
➤ Pages 11-15

➤ It's all happening In The Zone ... p20-29

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The Club Managers' Association Australia is registered as an industrial organisation of employees in the terms of the Federal Workplace Relations Act, 1996, and The Club Managers' Association is a registered Trade Union in the terms of the New South Wales Industrial Relations Act 1996. The CMAA is affiliated with the Australian Council of Trade Unions (ACTU) and the CMAA is affiliated to the NSW State Branch of the ACTU, The Labor Council of NSW.

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The 10th Australian Club Entertainment Awards list of nominees reads like a "who's who" of club entertainment. 2007 marks the important milestone and the awards dinner will be a memorable event at Canterbury Hurlstone Park RSL Club on Wednesday, October 31. For a taste of what's in store with the awards and entertainment, look no further than the list of nominations for "Most Outstanding Club Performer(s) of the Year" ... Jimmy Barnes, Lisa Crouch, David Campbell, Marcia Hines, Darren Carr, Il Dago, Elvis To The Max, Joey Fimmano, Stephen Fisher-King, Paul Martell, Melinda Schneider, Adam Scicluna, Guy Sebastian and Peter Byrne ...

PAGES 11-15

The upcoming Federal Election has focused the attention and polarised the Australian electorate. Opinion Polls have Kevin Rudd and his "new" Labor team on track to assume power, but Prime Minister John Howard is ready for the fight. Perhaps the most emotive issue leading up to the election is Industrial Relations and workplace policy. Federal Workplace Relations Minister **JOE HOCKEY** and his counterpart, Federal Labor Deputy Leader **JULIA GILLARD** assess and summarise the Industrial Relations landscape ...



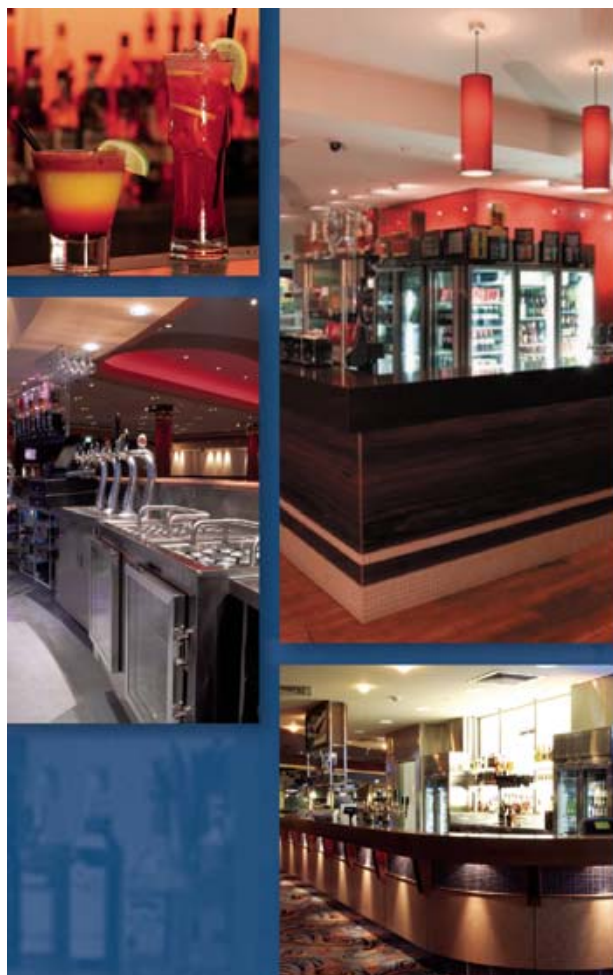
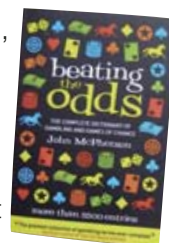
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The CMAA has a strong association with Southern Cross University. SCU's Centre for Professional Development in Club and Gaming Management is a joint CMAA-SCU initiative to address Club Industry management education and training needs and plays a critical role in professionalising the industry. **JANET HENDERSON**, a Student Liaison Officer at SCU's Centre for Professional Development in Club and Gaming Management, profiles the courses that take club management studies to the next level ...

PAGES 32-33

If you need to know the meaning of any gaming-related terms, you need look no further than a new book launched at Southern Cross University - "*Beating The Odds: The Complete Dictionary of Gambling and Games of Chance*" by John McPherson, a School of Tourism and Hospitality Management Communications and Gaming tutor and a PhD candidate in the Centre for Gaming Education and Research. An eight-year labour of love, the dictionary includes more than 5,500 entries and listings and defines a vast array of terms connected with gambling, racing and games of chance from ancient times and cultures to the internet age ...



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Police welcome alcohol study findings

The New South Wales Police Force has welcomed the findings of a landmark study that reveals the startling financial cost to alcohol-related incidents - the state's biggest single crime factor.

The survey estimated that 8.2% of all police officer time is spent dealing with alcohol-related issues.

That represents a cost of \$50 million a year, or the equivalent of employing 1,000 full-time constables.

The report, prepared by the NSW Bureau of Crime Statistics and Research and funded by the National Drug Law Enforcement Research Fund, gathered information from all staff ranging from Commanders to General Support

Officers in 17 Local Area Commands over two, seven-day periods.

"I thank Dr Weatherburn and his team for their exhaustive work into this important community issue" Police Commissioner Andrew Scipione said.

"This research is another stark reminder to families and the community of the devastating effects of alcohol abuse and its contribution to crime".

Alcohol-related issues represent a major drain on police resources covering violence, malicious damage, public disorder and road fatalities.

Independent research has found alcohol is a factor in 75% of street offences attended by police, 40% of assaults and

more than a third of sexual assaults and homicides.

Mr Scipione said the true cost to police is greater than \$50 million a year.

"The BOCSAR work doesn't count areas such as the cost of police officers involved in transporting or waiting with people or the time lost for officers assaulted while on duty dealing with alcohol related incidents," Mr Scipione added.

"Combating anti-social behaviour is a priority for both police and the Government, and part of that will include continuous reviews of licensing regulations.

"We need the assistance of hotel and clubs to help make our communities safer."

Canterbury Hurlstone Park RSL returns \$500,000 to community

Celebrating their 60th year of service, Canterbury Hurlstone Park RSL Club has returned more than \$500,000 to schools, charities and sporting groups in the Canterbury area and the wider community.

The bulk of the money has been distributed at a function held at the club in August before an audience of MPs, local councilors, club dignitaries and community representatives.

Canterbury Hurlstone Park RSL Club elected to contribute \$573,000, which is far and above their statutory requirement.

General Manager Dean Thomas says the club is a highly successful organisation with 220 staff and a turnover of \$35 million.

"With the rights to alcohol and gaming comes a responsibility," Dean said.

"We feel we should exceed expectations and return as much as

we can to organisations who help those less fortunate in our community."

Canterbury Hurlstone Park's allocation will be shared by 97 local groups to help disadvantaged children, the disabled and the elderly.

Club President Neville Brown said the CDSE funding distribution is further evidence that clubs are the backbone of society.

"We are committed to the local community," Neville says, "and we appreciate the support the community affords us. This funding helps those in need and we are proud to be able to make this contribution."

Peter Longhurst is a long-time associate of Canterbury Hurlstone Park RSL Club and involved in several charities that the club supports.

NRMA Careflight's Motoring Events Manager, Peter said the club is a

wonderful community supporter.

"What impresses me most," Peter says, "is the generosity and decency that extends through all levels of the club. From the Board of Directors and Management through to the staff, I am impressed by the quality of the people. The way they care for their members and the wider community is an excellent example to everyone."

CDSE funding also will be used to fund an internet-based tutoring service at Canterbury City Library. Nightly, from 4pm to 7pm, a tutor will be on-line, giving study assistance to Years 4 to 6 students.

"This is perfect for kids who can't afford private tutoring," the Library's Michelle Mashman said. "They'll get personalised help with maths, English, science, study skills and research, without leaving home."

"We are so appreciative of Canterbury Hurlstone Park RSL's funding," Michelle said. "Without it, we could never have taken on this commitment, which will be a great benefit to so many students needing of help."



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Proof of Identity carries major responsibilities

The CMAA has received advice from the Office of the Privacy Commissioner Information Sheet 20 – Scanning “Proof of Identity” Documents.

The object of the information is to assist clubs that are covered by the Privacy Act 1988 to determine the appropriateness of scanning driver licences to satisfy the requirements of admission to clubs.

Being a federal initiative, all managers - including those who don't utilise this technology - should make them themselves fully aware of their responsibilities under the National Privacy Principles.

The Privacy Commissioner is seeking information via feedback, which can be directed either to the CMAA or the Privacy Commissioner.

Information Sheet 20 – Scanning ‘Proof of Identity’ is available at http://www.privacy.gov.au/publications/IS20_07.html

The recent announcement in NSW that the definition of “what constitutes an outdoor area” would remain unaltered was pleasing to everyone.

The Club Industry, in the past, has shown remarkable resiliency in adapting to change - as long as the goalposts don't keep moving.

The smoking bans, which came into final effect on July 2, will be no different and it is particularly pleasing to see encouraging figures coming from Queensland with improving revenues.

With almost an instant compliance to the non-smoking legislation in enclosed areas by clubs and early indications that the impact will be manageable within a reasonable period, much of the credit must go to the *ClubsNSW* publication, “*Clearing The Air*”, and the associated advertising campaign.

The campaign not only was educational with the introduction of the smoking bans, but also highlighted the great facilities that clubs provide to a potential whole new market.

Another 41X Inquiry started in September without the political fanfare that came with the high-profile Panthers Inquiry.

While many in the Club Industry have called for Section 41X to be repealed, there appears a genuine need for the Director of the Office of

Liquor and Gaming to have far-reaching investigative powers.

While the Industry has worked with Government to improve governance and this spirit of co-operation continues with the various industry associations and Club Industry Working Group, the integrity of the Club Movement can be easily bought into question.

An issue of concern to many is how easy it is to be classified a “Club Secretary Manager”.

The paradox is that anyone can be appointed to the role of a “Club Secretary Manager”, although it requires Licensing Court approval.

How many jobs require Court approval?

The CMA continues its call on Government to approve the concept of the Club Manager Certificate.

This is only seen as the starting point for the on-going education and professional development for anyone who wants to call himself/herself a Club Manager.

British Institute announces inaugural conference

The British Institute of Club Management (BICM) is the professional body serving the Club Industry.

Dedicated to raising standards, BICM has confirmed that its inaugural Conference will take place on October 8 and 9 at the Hollins Hall Hotel and Country Club, Shipley, West Yorkshire.


The Keynote Speaker will be Sport England Chairman Derek Mapp.

Guest speaker at the pre-conference Gala Dinner on Sunday, October 7, is

former England and Yorkshire cricket captain Brian Close.


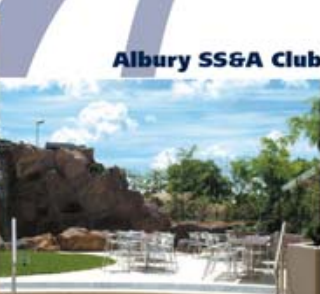
The BICM Conference's Education Program will include the opportunity for delegates to gain a BIIAB Level 1 Award in Responsible Alcohol Retailing, while legal seminars will provide essential information and updates surrounding the current Gambling and Licensing Acts and much more.

The full program for the conference can be viewed at the BICM website - www.bicm.co.uk



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ACE Awards nominations a 'who's who' of the business

The 10th Australian Club Entertainment Awards list of nominees reads like a "who's who" of club entertainment.

2007 marks the important milestone and the awards dinner will be a memorable event at Canterbury Hurlstone Park RSL Club on Wednesday, October 31.

The show, in the Starlight Auditorium, is a sell-out annually with tickets – at \$97.50 – available on (02) 9559 0000.

For a taste of what's in store with the awards and entertainment, look no further than the list of nominations for "Most Outstanding Club Performer(s) of the Year" ... Jimmy Barnes, Lisa Crouch, David Campbell, Marcia Hines, Darren Carr, Il Dago, Elvis To The Max, Joey Fimmano, Stephen Fisher-King, Paul Martell, Melinda Schneider, Adam Scicluna, Guy Sebastian and Peter Byrne.

The full list of categories and nominations ...

Male Vocal Performer

Anthony Callea
David Campbell
Stephen Fisher-King
Mike Mathieson
Tony Pantano
John Rowles
Adam Scicluna

Female Vocal Performer

Belinda Adams
Karen Beckett
Lisa Crouch
Seamus Earley
Tracy Ellis
Marcia Hines

Comedy Act

Darren Carr
Calvin Degrey
Kenny Graham
Il Dago
Paul Martell

Children's Show

Brendan Montanner - Illusion
Master
Marty Morton's Crazy Kids' Show
New McDonald's Farm
Murray Raine Puppets
The Wiggles

Vocal Group

Cotton, Keays & Morris
Human Nature
Mahogany
The Robertson Brothers
Triple Treat

Variety Production Show

Carlotta's Priscilla Show
Hot Opera (Stephen Fisher-King)
Italian Delight (Joey Fimmano)
Latin American Fiesta
Magic To The Max (Brendan Montanner)

Show Band

Akinga
The Delltones
Frogs On Toast
The Kamis
The Shy Guys (The Williams Brothers)
The Zips

Tribute Show

Abbalanche
The Beatnix
Doobies, Eagles & West Coast
Rock
Elton Jack
Elvis To The Max (Max Pellicano)
Forever Diamond (Peter Byrne)
Orbison: The Tribute (Dean Bourne)
Stayin' Alive

Compere

Simon Gillespie
Neil Hanson
Geoff Jones
Mark Kristian
Rikki Organ

Instrumental Act

Ian Cooper
Amber Jade
Pixie Jenkins
Ross Maio
String Fever
Bernard Walz

Versatile Variety Act

Danny Elliott
Joey Fimmano
Wayne Scott-Kermond
Liz Taylor
Shelly White

Sight Act

Rick Allison
Darren Carr
Phil Cass
Brendan Montanner
Murray Raine Puppets

Best New Talent

3 Stripe Ave
Daniel Isaac-Jones
Robert Jeffrey
Rowena Michael
Deanna Vitagliani
Miriam Waks
Narelle Winters

Country Male Performer

Adam Brand
Troy Cassar-Daley
Travis Collins
Adam Harvey
Wayne Horsburgh
John Williamson

Country Female Performer

Donna Boyd
Beccy Cole
Melinda Schneider
Sarah Storer
Felicity Urquhart

Country Group / Band

The Baileys
Buckshot
Feral Swing Katz
The Flood
The Mcclymonts
The Wolverines

Solo Piano / Vocalist

Michael Bellemore
Brian King
Robbie Krupski
Di Solomon
John Watson

Solo Guitar / Vocalist

Chris Connolly
Tommy Dee
Fallon
Brian Gillett
Dean O'leary
Franky Valentyn

Covers Band (2 or 3 person)

Joey & The Boy
Mid Nyt Sun
Mike Mathieson Duo
Dean O'leary Duo/Trio
The Robertson Bros
Take Two

Covers Band (4 or more person)

The Bandits
Dig This
Jellybean Jam
The Kamis
Dean O'leary Band
Shy Guys (The Williams Brothers)

Original Music Group

Eskimo Joe
Evermore
Mental As Anything
The Radiators
Thirsty Merc

Original Music Performer

Jimmy Barnes
Brian Cadd
Richard Clapton
Marcia Hines
Doug Parkinson
Guy Sebastian
John Paul Young

Technical Support

Graham Harbour, Dianne Wynn & Danny Zamor (Blacktown Workers Club)

Noel Lightfoot & Bill Pringle (Bankstown Sports Club)

Michael Burton, Ian Garrard, Richard Kershaw & Will Sweet (Canterbury Hurlstone Park RSL Club)

Lindsay Clout (Mounties)

Toni Venditti (Petersham RSL Club)

Mark Manning (St Marys Leagues Club)

Richard Smith & Paul Kirk (Souths Juniors)

Paul Kelleners, Clayton Peters, Jon Fieldhouse, Geoff Golsby, Craig Worsley (Twin Towns Services Club)

Accompanying Band

Michael Bellemore Trio
All Star Trio (Blacktown Workers Club)

Campsie RSL Showband

Greg Hooper's Patchwork Band

Rick James Quartet (Norths)

Trojans (Petersham RSL Club)

Graham Fisher Allstars (Smithfield RSL Club)

Western Front (Mounties)

Most Outstanding Club Performer(s) of the Year

Jimmy Barnes

Peter Byrne

David Campbell

Darren Carr

Lisa Crouch

Il Dago

Elvis To The Max

Joey Fimmano

Stephen Fisher-King

Marcia Hines

Paul Martell

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CMAA's priority is member support

By PETER SHARP

Australia's workplace legislation – WorkChoices – has delivered a dramatic effect to the national Industrial Relations landscape. Like all organisations representing members faced with the decision to head down the path of an Australian Workplace Agreement (AWA) or maintain some form of I.R. representation through a Common Law Contract, the CMAA continues to wrestle with the challenges of securing the protection and best possible contract for club managers in all jurisdictions.

CMAA Federal Secretary Allan Peter, ACCM best sums up the situation when he says the Association's first and last priority in deciding its policy and advice is protecting the interests and job security of all members. "At the end of the day, the CMAA's commitment is to its members and the best possible scenario for their professional status, career development, education with support and protection in the workplace," Allan said.

"There continues to be a lot of speculation and emotion attached to the difficult task, in the current Industrial Relations climate, of defining the best possible workplace contract.

"Some managers are choosing to sign AWAs, while others are going with Management Service Agreements ... whatever path a member chooses, we are asking that they seek the free I.R. advice that they are entitled to through their membership of the Association.

"Senior Industrial Relations Advocate Peter Cooper is working full-time on advising members trying to decide on which path to take, examining contracts for prohibited content that could void a contract, or drafting and negotiating contracts on behalf of our members."

The CMAA's policy is for members to seek a Management Service Agreement (Common Law Contract) based on the present award with a 146A Referral Agreement to the NSW State Commission. This service is free to members as opposed to the cost of drafting AWAs.

"We ask members not to sign an AWA without contacting the CMAA for advice, or to have the contract examined to ensure all aspects of the contract are understood and legal," Allan added.

"There has been a perception that the CMAA's position on WorkChoices Legislation is a political stance against the

Howard Government. Nothing could be further from the reality of the situation.

"The CMAA is not supporting Federal Labor or opposing the Government.

"Our experience and philosophy is to provide I.R. support in dispute resolution situations and we believe the best way that can be achieved is through the Management Service Agreement and Referral.

"But that does not mean we will not do our utmost to support members who choose to sign an AWA ... it's just that these contracts often make it impossible for the CMAA to represent members who have signed an AWA."

In the lead-up to the Federal Election - which will be held some time before Christmas - to ensure members have a balanced view of the Industrial Relations policies of both major parties, *CMA Magazine* invited Workplace Relations Minister Joe Hockey and Deputy Opposition Leader and Workplace Relations Spokesperson Julia Gillard to state their policy.

Both Mr Hockey and Ms Gillard were invited to submit 1,800 words on the subject and their articles are published on the following four pages.

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Labor pushes revolutionary vision for workplace and nation's future

As promised in April, Federal Labor recently delivered the final details and the necessary arrangements for a sensible transition to our new Industrial Relations system.

Federal Labor's Industrial Relations plan for Australia's future aims to balance two core principles:

1. Provide flexibility for business to keep our economy strong and productive;
2. Provide fair laws that protect Australia's working families.

Federal Labor understands most employers simply want to get on with the business of doing business.

But Prime Minister John Howard has gone too far and WorkChoices must be replaced.

Labor has been up front with Australian employers and employees providing full details of our Industrial Relations policy before the election.

By Australian standards, it's fresh thinking.

Throughout the year, Labor Leader Kevin Rudd and I have been consulting widely to ensure we get the

transitional arrangements right.

Obviously, the implementation of Labor's new Industrial Relations system is a serious matter for business and we took our consultations very seriously.

Transition to Labor's new Industrial Relations system would be measured and consultation with business would continue during the drafting of the final legislation through a special Business Advisory Group made up of businesses - big and small - and their representative organisations.

Australian Workplace Agreements (AWAs) are unfair and need to be abolished because they are used to undermine the wages and working conditions of Australian employees.

Other than for high-income employees, it's simply unrealistic to believe that an individual employee can match the bargaining power of a large employer.

However, Federal Labor also understands that Australian employers and employees need certainty and it would create confusion if AWAs were terminated suddenly.

Since the WorkChoices legislation came into law, 13,000 employers have used AWAs and we understand that employers who have implemented AWAs were operating within the law at that time.

Under Mr Howard's laws, businesses have planned labour costs and supply contracts on the basis that these agreements will continue for their agreed term.

Therefore Federal Labor will respect the validity of existing AWAs, allowing them to operate for their full term, up to five years.

This means employers will have up to five years to make suitable workplace arrangements for the estimated 5% of the Australian workforce on AWAs.

Transition to Labor's new system will occur over a two-year period after a transition bill is passed.

Through our discussions with businesses, it became clear that any sensible transition would need to have interim agreements.

During that period, Individual Transitional Employment Agreements (ITEAs) may be

made, with a nominal expiry date of no later than December 31, 2009.

ITEAs must not disadvantage the employee against a collective agreement applying to the work the employee will perform at the workplace, or where there is no collective agreement the applicable award and the Fair Pay and Conditions Standard.

Also, in the two-year period, the current system of more than 4,300 awards, will be modernised and simplified.

Labor's new awards will not be complex or overly prescriptive.

Most importantly, awards will be limited to 10 specified matters.

Beyond the transitional arrangements employers will benefit from improved flexibility in employment arrangements and improved protection from unlawful industrial action.

Labor has focussed on making sure the new system has enough flexibility to meet the needs of our 24-hour-a-day, seven-day-a-week economy.

Australia's dynamic economy demands a level of flexibility between high-earning employees and their employers.

That is why under Labor, employees earning \$100,000 or more a year will be given the flexibility to negotiate their own employment arrangements.

These employees will still be covered by Labor's 10 legislated National Employment Standards but their Common Law Agreement will no longer have to comply with the award.

The calculation of the \$100,000 threshold will be based on the employee's guaranteed ordinary earnings.

The threshold will be indexed to annual growth in ordinary-time earnings for full-time adult employees.

This is a commonsense approach that ensures employees with the most bargaining power are given the most flexibility to bargain with their employer.

Employees earning less than \$100,000 a year also will have flexibility to bargain with their employer - but a strong award safety net will always exist to protect them.

Under Federal Labor, all awards will include a flexibility clause that enables arrangements to meet the genuine

Labor Deputy Leader and Workplace Relations Spokesperson JULIA GILLARD



Continued page 14

It's easy to assign significance tags to electoral landmarks, but the upcoming Federal Election has focused the attention and polarised the Australian electorate. Opinion Polls have Kevin Rudd and his "new" Labor team on track to assume power, but Prime Minister John Howard is ready for the fight. Perhaps the most emotive issue leading up to the election is Industrial Relations and workplace policy. The Howard Government has revised its WorkChoices legislation and added a safety net mechanism, while Labor's collective bargaining system will see Australian Workplace Agreements phased out. Industrial Relations - and the implications for CMA Members - prompted *CMA Magazine* to invite Federal Workplace Relations Minister JOE HOCKEY and his counterpart, Federal Labor Deputy Leader and Workplace Relations Spokesperson JULIA GILLARD to assess and summarise the Industrial Relations landscape ...

Govt's modern, flexible workplace system moves Australia forward

Many of the jobs we have today didn't exist 20 years ago.

Just as 20 years from now, our children will be working in ways that are yet to be imagined.

And who could imagine working today without a mobile phone or the internet?

Yet, we did work without these things.

This is why we need a workplace system that is modern and flexible enough to move forward.

Of course, this change is not always easy but it is the best way we can continue to provide better jobs and better pay for the next generation of Australians.

When the John Howard-led Federal Coalition introduced workplace reforms more than 18 months ago, Labor and the unions launched an unprecedented scare campaign that predicted mass sackings and falling wages.

The union bosses even claimed parents would not see their families at Christmas and there would be more divorce.

Since March 2006, more than 400,000 jobs have been created – a staggering 84% of those are full-time jobs.

Real wages have also gone up in that time – 3% more than the cost of living.

That means more money in the pockets of Australians.

It's also worth noting that employees on Australian Workplace Agreements (AWAs) are earning, on average, 94% more than workers on the award and

9% more than workers on collective agreements.

And - for those who want them - we still have awards and union agreements.

The Opposition - backed up by the union TV ads – would have you believe that working families are having their award conditions, such as penalty rates and overtime, "stripped away".

This is simply not true.

For those people wanting the opportunity of a workplace agreement there is the additional protection of the Fairness Test.

The Workplace Authority checks to make sure employees receive fair compensation if they have agreed to change or remove protected award conditions.

In most cases, fair compensation will mean a higher rate of pay.

This applies to Australian Workplace Agreements for people earning under \$75,000 and all collective agreements.

In addition, the Federal Government has established the Workplace Ombudsman who has the power to investigate and take action against employers who don't meet their legal obligations to staff.

Labor has pledged to scrap these protections by axing the Workplace Authority and the Workplace Ombudsman.

Australians don't want to go backwards.

Labor Deputy Leader Julia Gillard's plan to wind back the clock on Industrial Relations is bad for the economy and will return Australia to the old ways of complete union control.

If Labor was serious about economic reform, they would do away with compulsory union bargaining but they don't have the courage.

Labor's Industrial Relations policy- "Forward with Fairness II" - is not a plan to keep the economy strong.

It's a deal cobbled together to buy the further financial support of the union bosses until election day.

After that, it's payback time.

Continued page 15

"An independent study by Econtech – a respected consultant used by state Labor governments and unions – found Labor's I.R. policy would cost 316,000 Australians their jobs, will add \$273 to the average monthly mortgage repayment and add \$10,000 to the cost of a new home ...



Federal Workplace
Relations Minister
JOE HOCKEY

Federal Election 2007 – Industrial Relations

From page 12

individual needs of employers and employees.

The flexibility clause cannot be used to disadvantage individual employees.

Under Federal Labor's new system, awards will provide the parameters within which flexibility arrangements can be made under an award flexibility clause.

This may include a list of matters such as:

- rostering and hours of work
- rates of pay
- provisions that certain award conditions may not apply where an employee is paid above a fixed percentage as set out in the award
- an arrangement to allow the employee to start and finish work early to allow them to collect their children from school without the employer paying additional penalty rates for the early start.

Collective enterprise agreements - Australia's most popular method of setting wages and conditions - will also have new individual flexibility clauses to encourage family-friendly work arrangements and performance pay.

Under Federal Labor's new collective bargaining system, all collective agreements will be required to be better off overall than the award and contain a flexibility clause which provides that an employer and an individual employee can make a flexible arrangement.

The flexibility clause must be genuinely agreed to and must not disadvantage an individual employee.

Otherwise, the scope of the flexibility clause will be determined during bargaining at the enterprise level.

Under Labor, there will be no automatic right for a union to be involved in the enterprise bargaining for a collective agreement.

It will be possible, under Labor's system, for an employer who employs both union members and non-union members to make an enterprise agreement where the union does not play a role in making the agreement and where the union does not agree with the agreement.

Labor understands that small businesses can't afford to be dragged off to court every time things don't work out with a new employee.

Our aim has been to get the balance right for small business by ensuring small business operators get an adequate opportunity to assess new



employees and the protection of good, long-term employees from unfair dismissal or dismissal for no reason at all.

Labor has committed to delivering tough new rules to restrict and limit industrial action.

For the first time under Labor, industrial action would only be permitted in limited circumstances - during the bargaining period and only after employees had voted in support of action in a secret ballot.

A Rudd Labor Government will have zero tolerance for thuggish and unlawful behaviour in the workplace.

Industry-wide strike action is a thing of the past - as is strike pay.

Neither would be permitted under a future Rudd Labor Government.

Our independent umpire - Fair Work Australia - will play an important role in Labor's Industrial Relations system.

It will be a one stop shop that, for example, will provide:

- employers and employees with advice about Industrial Relations matters
- provide dispute resolution services
- approve agreements
- hear and determine unfair dismissals
- make orders to stop or prevent industrial action.

Under Labor, Fair Work Australia will determine minimum wages in an open and transparent process conducted once each year.

Submissions will be encouraged and Fair Work Australia will be required to consider all the evidence available and make a decision which is fair to Australian working families, promotes employment growth, productivity, low inflation and downward pressure on interest rates.

Fair Work Australia will be required to complete its determination to allow enough time for any updated minimum

wage rates to take effect from the first pay period on, or after, July 1 each year.

To provide simple and efficient reference point for employees and employers about the appropriate minimum wage, Fair Work Australia will be required by legislation to publish updates to wage rates for all awards by July 1 each year.

We want appointments to Fair Work Australia to reflect the balance inherent in Labor's Industrial Relations system so that it serves the nation and is never able to be impugned as a body of political appointees.

That is why Labor has committed to a rigorous and bipartisan procedure for making senior appointments to Fair Work Australia.

Under the Howard Government's laws, businesses in the private sector are caught in a legal mess, uncertain which laws apply to them.

A Federal Labor Government will achieve nationally consistent laws for the private sector.

This will be achieved either by State Governments referring powers for their residual responsibilities for private sector Industrial Relations, or through other forms of co-operation and harmonisation.

Federal Labor intends to give sole traders, partnerships and companies a uniform industrial relations system - a uniform system for the private sector.

The Howard Government's WorkChoices laws have added complexity and cost for millions of Australian business owners.

The WorkChoices legislation is a legal minefield with 2,000 pages of legislation, regulation and explanations rushed through Parliament so quickly that the laws have been subject to constant changes and "patch-ups" ever since.

On September 5, 2007, the first statistics for the Government's so-called fairness test were released and were an embarrassing admission of failure.

The statistics confirmed that there is indeed a backlog of more than 100,000 workplace agreements.

The damning statistics reveal that just 6,237 agreements - of more than 100,000 agreements - have passed Workplace Relations Minister Joe Hockey's so-called "fairness test".

The statistics reveal that just 11,679

Continued page 15

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The fundamental problem with Labor's I.R. policy is that it will result in union domination in every workplace in Australia.

"Forward with Fairness II" confirms, beyond doubt, Labor's "one-in, all-in" policy.

Under Labor, non-union collective agreements would be a thing of the past.

While Julia Gillard may be trying to occupy the middle ground in the workplace relations debate, her clever words don't match her tricky policy.

When you piece together Labor's policy, it becomes clear that the unions will have a seat at the table for every negotiation as long as one employee in the workplace is a member.

It doesn't matter if there are five employees or 500 employees, the unions will be able to force their way into every workplace.

"Forward with Fairness II" confirms that non-union agreements will only be possible where there are absolutely no union members at the workplace.

There is nothing stated in the two "Forward with Fairness" policies about putting union involvement to a majority vote of workers, regardless of whether they are union members.

Ms Gillard's previous claim that union collective agreements will require a majority of employee support does not stand up to close scrutiny.

I believe unions do have a role to play in workplace relations, but union bosses should not be able to use one employee as a "Trojan horse" to impose their agenda on any workplace in the country.

The unions will be able to hold an employer to ransom - even if the majority of workers aren't members.

This is the hidden cost of the Labor Party's policy.

The union bosses have spent millions on Kevin Rudd's election campaign and the fine print of Labor's policy shows they are getting excellent value for money.

An independent study by Econtech – a respected consultant used by state Labor governments and unions – found Labor's I.R. policy would cost 316,000 Australians their jobs, will add \$273 to the average monthly mortgage repayment and add \$10,000 to the cost of a new home.

Econtech found Labor's backwards policy would also drive up the cost of living, directly affecting the price of

goods in your shopping basket, and push up interest rates by 1.4%.

Labor's policy will take Australia backwards at a time when we should be making the most of the great economic opportunities by providing a system that supports how we work today and in the future.

The Howard Government does not promote one type of agreement over another.

Collective agreements, awards and common law contracts are still common under the Government's system.

The Government believes that if employers and employees want to use individual agreements, then they should have that choice.

The businesses and workers who take this option are in a strong position, the evidence suggests, to avail themselves of higher wages via better productivity and flexibility to suit their own personal circumstances.

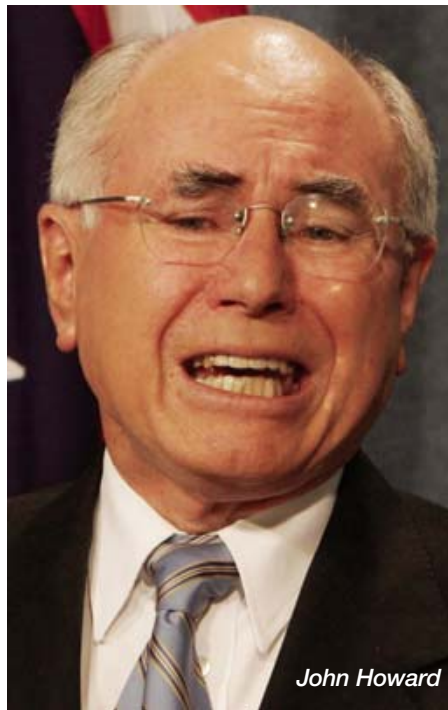
The greatest advantage of Australian Workplace Agreements is their inherent flexibility.

AWAs allow employers and employees to negotiate employment arrangements that suit them, without the "one-size-fits-all" approach of the award system.

They can allow for family-friendly working hours, shift-sharing and a vast variety of provisions that awards do not generally cater for.

All AWAs must be lodged with the Workplace Authority, where they are checked to ensure they meet the Fairness Test.

For more information, I encourage you to contact the Workplace Infoline on 1300 363 264.



From page 14

agreements in total have completed assessment against the so-called "fairness test" since it came into effect on May 7, 2007.

At this rate, it will take the Workplace Authority more than 10 months to clear the current backlog.

And that is before the Workplace Authority even starts on the additional 30,000, or so, workplace agreements being lodged each month.

This staggeringly slow progress means Australian employers have been plunged in to a world of uncertainty and tied up with even more red tape just to

suit the political interest of the Howard Government.

As a result of Joe Hockey's pre-election changes to WorkChoices, businesses could get hit with huge back pay bills when their agreements are finally assessed.

Mr Hockey basically admitted the fairness test was simply a tactic, by stating that it was "politically, very important".

For business, it wraps red tape around red tape.

For employees, it is too poorly administered with too great a backlog to provide any real protections.

Labor's system will be simple and

sensible, whereas WorkChoices and the fairness test are flawed and overly-prescriptive.

Federal Labor's "Forward With Fairness Policy Implementation Plan" will ensure certainty and stability for all businesses during the transition to Labor's new Industrial Relations system.

Labor's announced policy will be the policy - if elected - that we will deliver in government despite the desperate claims by Joe Hockey to the contrary.

We believe flexibility and fairness is critical in building a high-productivity, high-skill economy that can compete against the rest of the world – locking in Australia's future economic prosperity.

Jodi's work at Mounties recognised

Mounties Workplace Relations Manager/Solicitor Jodi Dickson has been recognised for her work with the NSW Human Resources Leadership Award.

Jodi, also a member of the CMAA's CMDA Board of Management Studies, received her award at the Sydney stage of the Australian Human Resources Institute Awards for Excellence on August 29.

The award acknowledges an individual who has provided outstanding

contribution and support to an organisation in the execution of professional services.

Jodi now is in contention for the National H.R. Leadership Award which will be announced in Melbourne.

During the eight years that Jodi has worked in H.R. at Mounties, she has instigated various programs to ensure Mounties Group employees are able to maintain their work/life balance.

"Mounties Group prides itself in recognising the importance of family and time outside of work," Jodi said.

"We encourage all of our employees to enjoy work and live up to their potential.

"Staff training is very important to us and we invest time, energy and money into ensuring our staff are happy and productive.

"This award means a great deal to me, the staff that work directly with me and the CEO of Mounties Greg Pickering who nominated me ... their support and recognition of the work I do means the world to me."

Mounties Group CEO Greg Pickering, ACCM, a CMAA Life Member and former CMAA Federal Executive member, said Jodi's contribution to the club was enormous.

"Jodi's positive energy and ability to focus on the needs of employees as well as the needs of the club, means she does an outstanding job.

"She is a role model to others and it was a great pleasure to nominate her for this important award – and to see her good work acknowledged across the H.R. field."



Greg Pickering



Jodi Dickson

A large advertisement for Reed Hospitality. The top half features a collage of images showing the interiors of various clubs, including a bar, a lounge, and a dining area. The word "HOSPITALITY" is overlaid in large, semi-transparent letters. Below the collage, there is a row of four smaller images showing different club environments. At the bottom, there is a dark blue banner with the Reed logo on the left and contact information on the right. The logo consists of the word "REED" in a stylized, blocky font, with "HOSPITALITY" in a smaller font below it. The contact information includes the company name "Reed Constructions Australia Pty Ltd", the address "Level 3, 41 McLaren Street, North Sydney NSW 2060", the phone number "Ph: 02 9965 0399", the fax number "Fx: 02 9955 8812", and the website "www.reedgroup.com.au".

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October – November – December 2007

For full content details of each of the programs contact the CMDA or refer to the 2007 calendar on our website.

P: (02) 9643 2300 www.cmaa.asn.au e: training@cmaa.asn.au

| COURSES | OCTOBER | NOVEMBER | DECEMBER |
|---|--------------------------------|-------------------|--------------|
| Provide Responsible Service of Alcohol (THHBF09B) (LAB approved) ACCM Unit - 1 Day | T 2 & M 29 | W 14 | W 5 |
| Provide Responsible Gambling Services (THHADG03B) (LAB approved) ACCM Unit - 1 Day | M 8 | M 19 | Th 6 |
| Armed Robbery Survival Skills - 1/2 Day Delivered in conjunction with Barringtons | | Th 1 | |
| Senior First Aid (Workcover Approved) - 1 Day Delivered in conjunction with Barringtons | | | Th 6 |
| Business & Report Writing - 1 Day | | Th 1 | |
| Coaching Skills for 'Buddy System' Line Trainers - 1 Day (Coach Others in Job Skills THHGTR01B) Ideal for supervisors & managers who are responsible for on-the-job training of other staff members. Deals with planning & preparing for coaching sessions, conducting sessions in the workplace and following up to monitor participant progress. | W 3 | | |
| Deal with Conflict Situations THHGCS03B - 2 Days For anyone who has to lead teams, resolve conflict with staff, customers and their peers. | W 3 & Th 4 | | |
| Plan & Establish Systems & Procedures THHGGA08B - 1 Day This unit enables participants to identify, plan, develop, establish and review workplace systems and procedures assisting in operational requirements for their club. | T 9 | | |
| Duty Management Development Program - 2 x 3 Day Sessions Content includes: HR Fundamentals, Cost Control, Leadership, Compliance/Risk Management. Participants receive a self paced Computer Skills CD-ROM and a comprehensive Effective Business Writing workbook. This program targets Duty Managers and Senior Supervisors. | (S1) M 29 – W 31 | (S2) T 13 – Th 15 | |
| Food & Beverage Management Development Program - 2 x 3 Day Sessions For Supervisors & Managers who want to learn about F&B Mgt, Cost & Stock Control, Menu Design, Preparing Tenders, F&B Reporting, Managing Food Safety, Managing Wine & Espresso Coffee Service, Combating F&B Fraud, Managing Poor Customer Service and more. | (S1) M 22 – W 24 | (S2) M 26 – W 28 | |
| Analyse & Report on Gaming Machine Data THHADG01BACCM Unit - 2 Days (Prerequisite for Gaming Management Development Program THHADG02A) Deals with the collection, analysis, reporting of EGM data per statutory requirements & variances through cash flow analysis. | | | T11 & W12 |
| Gaming Management Development Program - ACCM Unit - 2 x 3 Day Sessions (Develop & Manage Gaming Activities THHADG02A) Ideal for Gaming Supervisors and Managers. Covers; EGM install and floor layouts, LAB, Gaming, HR issues, gaming promotions, advanced analysis, poker machine fraud and minor gaming activities. | | (S1) M 19 – W 21 | (S2) M3 – W5 |
| Marketing Fundamentals - 2 Days (Prerequisite for Develop & Manage Marketing Strategies THHGLE12B) | | | W5 & Th6 |
| Roster Staff THHGLE05B-ACCM Unit - 1 Day Assists Managers in creating cost efficient base rosters that utilise the flexibility the award provides. Ideal for all managers. | T 30 | | |
| Manage Physical Assets THHGLE16BACCM Unit - 2 x 2 Day Sessions | | (S1) M 26 & T 27 | (S2) M3 & T4 |
| Monitor Staff Performance THHGLE06B ACCM Unit - 2 Days Deals with the skills and knowledge required to monitor staff performance, includes skills in performance appraisal and counselling. | | | M10 & T11 |
| Develop and Implement a Business Plan THHGLE19B -ACCM Unit - 3 Days. Assists Managers to understand the process of strategic management and shape their Club's business plan. | (S1) W 17 & Th 18 (S2) W 24 | | |
| OHS Risk Management for Supervisors and Managers (Implement Workplace Health, Safety & Security Procedures THHGLE02B) Ideal for all supervisors and managers. Meets the training requirements for supervisors and managers as stated in the OHS Regulation 2001. | | W 28 & Th 29 | |

Courses featuring a code prefixed by either BSB or THH are nationally recognised & accredited training units. Upon successful completion of assessment requirements, participants will be issued with a Statement of Attainment and/or a Qualification.

For further information contact Estelle McDonald-Birch at the CMDA, either; Phone: (02) 9643 2300 or Fax: (02) 9643 2400.

2008 National Bursary Program applications close November 2

CMAA members have less than a month to prepare and lodge applications for the Association's impressive range of national bursaries.

The annual CMAA National Bursary Program invites eligible CMAA members to apply for bursaries offered by the Association's list of sponsors.

The 2008 program offers numerous overseas study and conference tours including the IGT Bursary where two recipients can attend the 2008 World Gaming Congress in Las Vegas and study for one week - full tuition paid - at the University of Las Vegas Nevada (UNLV).

New to the 2008 Bursary Program is the Chicago National Restaurant Hotel-Motel Show Study Tour bursary sponsored by Profitable Hospitality.

This bursary allows the winner to attend one of the world's great industry shows and take in the fantastic food and beverage operations that Chicago is famous for.

The past Asian Study Tour Bursary - when six CMAA members visited Hong

Kong and attended the GE2 Conference and Expo in Macau - was a huge success.

Six bursaries are offered again in 2008, thanks to the support of our generous sponsors ... True Blue Chemicals, Russell Corporate Advisory, LPK Cleaning, Stargames, Creating Synergy and Global Coffee.

Other bursaries offered included study tours to attend the Club Managers' Association America 81st World Congress on Club Management, offered by Coca-Cola and KPMG; paid tuition for CMDA courses offered by maxgaming, Enterprise Development Network, and Non Executive Management, Scott and Broad; tuition fees for units offered at Southern Cross University within the Bachelor of Business degree program sponsored by the Barrington Group; and bursaries to attend the CMAA's 2008 Mid Year Executive Leadership Conference at Conrad Jupiters on the Gold Coast.

If you haven't applied for any of the bursaries offered in past years, then

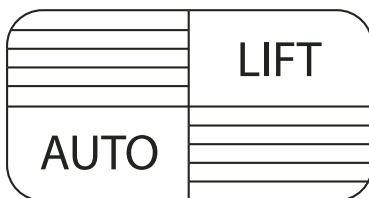


you are encouraged to do so.

Less than 20% of the CMAA membership applies for the bursaries, so the odds are in the favour of anyone who takes the time and makes the effort to apply.

* Please note that contrary to the information listed in the brochure included with your September edition of *CMA Magazine*, the official closing date is **Friday, November 2, 2007**.

The CMAA's 2008 Bursary Brochure can be downloaded from the CMAA website www.cmaa.asn.au



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Workshop and meeting bring strong support

The recent Hunter Zone meeting at Charlestown Leagues Club attracted an impressive response to the free pre-meeting workshop, Head Office Meeting and Luncheon.

CMDA trainer of the "Marketing Fundamentals" and "Develop and Implement Marketing Strategies" courses Garry Haworth presented members with a workshop, "Getting The Best Bang For Your Marketing Dollar".

The workshop covered the fundamentals of marketing and how managers can determine where their marketing dollars and effort can be best spent to maximise tangible and business planned outcomes.

Members also learnt how to identify best-case options and how to avoid traps where marketing plans come unstuck.

CMAA Education Manager Ralph Kober and Division D Federal Councillor Stephen Byfield, provided members with the Head Office report where updates on industry issues and educational opportunities were discussed.

The Hunter Zone also set a date for interested managers to participate in a CMAA Members Forum to be convened by Federal Executive Member Tim McAleer on October 17 at Windale Gateshead Bowling Club.

The Forum will provide members with the opportunity to meet the Federal Executive and to voice their opinions on the direction for the CMAA.



Garry Haworth



Ralph Kober

Stephen Byfield

CMAA Victoria faces big issues

The Club Industry in Victoria is facing challenging times.

Yet another new Gaming Minister, more Government change to the state's Community Benefit Statement process on top of the final round of non-smoking legislation has the industry battling on the back foot.

On a state-to-state basis, Victorian clubs receive the lowest share of gaming revenue generated in their venues.

Victorian Premier Steve Bracks's decision to stand down and his Deputy John Thwaites jumping ship too meant an immediate overhaul of new Premier John Brumby's Cabinet.

That also meant that incumbent Gaming Minister Daniel Andrews was promoted to the Health portfolio.

Mr Andrews's move also meant that Tony Robinson would take on the Gaming

Ministry, making him the third Gaming Minister in Victoria in less than a year.

It's far from the stability that the struggling club, hotel and hospitality industries were hoping for in these difficult times.

In light of the current climate, CMAA Victoria Zone President and Yarraville Club General Manager Barry West has called a meeting of members for later this month.

Big Dave Staughton, who was well received at the CMAA annual Mid Year Executive Leadership Conference at Conrad Jupiters on the Gold Coast in early July, will be the guest presenter on the day.

The meeting will be held at the Carlton Brewhouse – at the corner of Nelson and Thompson streets – at Abbotsford on Wednesday, October 31.

Barry will convene the CMAA Meeting at 10.30am with Big Dave starting his presentation at 11.30 and lunch at 12.30.

Members planning to attend the meeting and trade representatives wanting to attend the luncheon should contact Zone Secretary Kevin Morland – (03) 5862 3445 or 0428 622 701 – by October 24.

"This is a very important meeting for

the Club Industry and for CMAA members because it's time for all club executives to support each other in this challenging time for clubs in Victoria," Kevin added.

"Big Dave Staughton also will give managers an insight into how well they can capitalise on opportunities and offer ideas to help ignite or improve club business.

"We are asking that all managers take the time to attend the meeting and invite another colleague to join us and network with others in the industry.

"It's very important that our CMAA Victoria members support this meeting."



Barry West



Daniel Andrews

Low Cooper honoured with 30 Year award

A CMAA champion and stalwart stepped into the spotlight at the combined Brisbane and Gold Coast meeting and luncheon in mid-September.

CMAA Life Member Lew Cooper, still at the top of his game at age 70 and General Manager at Beenleigh Bowls and Recreation Club, near Brisbane, received a warm reception from more than 140 CMAA colleagues and industry trade representatives at the Redlands Sporting Club luncheon.

Brisbane Zone President Morgan Price joined CMAA Education Manager Ralph Kober to present Lew with his 30 Year service pin before he spoke fondly of his many years in the Club Industry and his association with the CMAA.

In fact Lew was one of the "founding fathers" of the CMAA in Queensland, taking on Zone presidency as the CMAA extended its coverage of club managers around Australia.

"It was a while ago, but I am proud of the work we did and the things we were able to achieve for club managers in Queensland and I'm proud to be still working in the industry," Lew said.

A Sheffield Shield wicketkeeper for Queensland, cricket has remained the other great passion in Lew's life.

Having started his career as a school teacher, Lew gravitated to cricket administration and was the Secretary of the Queensland Cricket Association before establishing and developing the Cricketers Club at the Gabba, Brisbane's famous, now spectacularly



CMAA Education Officer Ralph Kober (left) joins Brisbane Zone President Morgan Price (right) to present Lew Cooper with his 30 Year service pin.

modern, cricket and AFL stadium.

"We've all come a long way since those amazing days, but I loved every minute of the adventure and would not have missed it for the world," he added.

Lew recounted some of the humorous moments of his early days in club management and acknowledged the many people who had assisted him and helped make the journey enjoyable.

More than 70 CMAA members packed the Redlands club auditorium for a free workshop, "Generation Y, Leadership and Motivation" presented by Paul Lyons, to start the day.

Morgan Price chaired the combined Zones meeting and welcomed new member, Alicia Hanvey - Duty Manager at Geebung-Zillmere RSL Club.

Gold Coast Zone President and Division G - Gold Coast Zone, Brisbane Zone, Ipswich Darling Downs Zone, Sunshine Coast Zone and Central & Northern Queensland Zone - Federal Councillor Steve Condren was unable to attend the combined zones event.

Zone Vice President Ian Amos, who "captained" a busload of Gold Coast members to Redlands, briefly addressed the meeting and touched on Zone matters, announcing that long-serving Zone Secretary Garry Leech had decided to step down from the position.

Ralph Kober and Communication Services Manager Peter Sharp shared the presentation of the Head Office Report, with Ralph's focus on the opportunities for members through the Queensland and CMAA National Bursary programs.

The auditorium was again packed to

almost capacity for the luncheon, presentation to Lew Cooper and the entertainment from comedian/impressionist Danny McMaster.

The Queensland Bursaries Presentation will be staged at Logan Diggers Club on Wednesday, November 21, while the Gold Coast Zone Christmas Luncheon will be hosted at Burleigh Bears Club on Tuesday, December 12.



CMAA Brisbane Zone President Morgan Price welcomes new member Alicia Hanvey at the combined Brisbane Gold Coast meeting and luncheon at Redlands.



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Three new members sign on at Tradies

A Life Member and three new members joined the St George Cronulla Sutherland Zone Meeting at Tradies Gynea in early September.

CMAA Life Member and former Federal President Les Evennett was among the 30 members who welcomed new members Martin Guest – Operations Manager at Bizzos Caringbah, Jeff Coombes – Secretary Manager at Heathcote Services Club and Leah Devereux – Functions Manager at St George Motor Boat Club.

Zone President and Division B (St George Cronulla Sutherland Zone and Inner West Zone) Federal Councillor Ian Todd, ACCM convened the meeting of 35 members.

In his President's Report, Ian touched on CMDA Affiliate (CA) members attending Zone Meetings and the Zone Bursary program applications.

Zone Education Officer Shawn Morris spoke about the Paul Lyons presentation before the meeting, the CMAA's National Bursary Program and the Zone's eight education bursaries, including the 2008 Mid Year Executive



Leadership Conference at the Gold Coast.

CMAA Education Manager Ralph Kober and Communication Services Manager Peter Sharp shared the Head Office Report with Ralph reminding members of closing dates for the National Bursary Program.

Respected CMDA presenter Paul Lyons started the day with a free education workshop, *"Getting the Right People Will Make Your Life Easy"*.

The topic struck a chord with managers in identifying how to attract,

select and retain the best people for the Club Industry.

Paul received the highest ranking among speakers at the CMAA's Mid Year Executive Leadership Conference at Conrad Jupiters in 2006.

Paul topped off his presentation with tips on how to develop talent from within organisations.

Before the meeting kicked off, ClubData Online's NSW/ACT Account Manager Brett Jones went through the most current figures looking at the statistical implications of the introduction of Non-Smoking Legislation in NSW.

Paul analysed the numbers and ran a comparison with Queensland clubs that have been under the full legislation already for a year.

Following the Zone Meeting and before the luncheon of more than 75 guests, Chris Pickard Consulting offered a presentation on Registered Clubs Act compliance.

The Zone's Christmas Luncheon will be held at the St George Sailing Club on December 4.



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Aristocrat team hits jackpot at St George Cronulla event

The Aristocrat team hit the jackpot when they took out the main event at the St George Cronulla Sutherland Zone Neville Warton Golf Day last month.



Kogarah Golf Club was the venue for the 18-hole four-person Ambrose event on Tuesday, September 11.

Event organiser, St George Cronulla Sutherland Zone President and CMAA Division B Federal Councillor Ian Todd said the annual event was a "huge success", attracting a full field of 144 keen golfers teeing it up.

Not only did the golfers strongly support the event, but 44 trade and local clubs also backed the day, which raised more than \$10,000 for the Zone's Bursary and education program.

With the good weather conditions - unlike last year - the day produced some low scores.

The Aristocrat team - Paul Supple, Matt Wright, John Waters and David Smith - collected the Neville Warton Perpetual Trophy with a net 53 total off 7 handicap.

The Kurnell Recreation Club - Wayne Charlton, Chris Fuz, Rob Duncan and



Shane Jones - finished runners-up with a net 53½ off an 8½ handicap.

"It was a fantastic day, we were blessed with the weather and raising more than \$10,000 for our bursaries fund - designed for the education of the managers within our Zone - was the biggest result from the event," Ian Todd added.

"We are also blessed with fantastic support from our hole sponsors and backing from clubs within our Zone."



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John Turnbull takes reins as President Gary Green

Nepean Zone farewelled a long-serving President, installed an Acting Chairman and welcomed four new members at a packed Zone Meeting last month.

Gary Green, who has served as Zone President for a decade, stood down at the late September meeting staged at Smithfield RSL Club.

Gary, who earlier this year received his CMAA 30 Year Service pin from Executive Officer Terry Condon, has taken a club management role outside Nepean Zone and, under CMAA statutes, is not able to hold office if not working inside the Zone.

Gary told the meeting of more than 80 members, including CMAA Federal Executive Vice President Danny Munk, ACCM and CMAA NSW State Executive Member Deborah Feening, ACCM that he was proud of his long association with the Zone.

"I want to thank the CMAA for its support during my term as a Committee member and Zone President over the past 10 years," Gary said in his farewell address.

"I also thank the members and Committee members for their support and work over the years ... I have greatly enjoyed my time as your president and with you all well in the future."

Zone Treasurer John Turnbull has accepted the role as Acting Chairman until the Zone Annual General Meeting in March next year.

"On behalf of our members, I thank Gary for his work and contribution to the CMAA and this Zone and we wish him well in his new challenges," John said in taking the chair.

CMAA Education Manager Ralph Kober and Communication Services Manager Peter Sharp shared the presentation of the Head Office Report, which produced an in-depth debate about the CMAA's Industrial Relations policy with Deborah Feening and Danny Munk contributing to the debate.

Ralph Kober took the opportunity to present Club Liverpool's Assistant Operations/H.R. Manager Kim Kenna with her recently completed ACCM Award.

"I think it's fantastic that this AACM Award is available to members to advance their careers and I want to thank Ralph [Kober], and Ray Stewart and Keith Suggett at my club for their support in encouraging me to take on



Nepean Zone Acting Chairman John Turnbull with new members (from left) Tom Gallagher, Mario Vinski and Craig Hunter.

the ACCM challenge," Kim said in accepting her award.

John Turnbull also welcomed four new members at the meeting:

- Mario Vinski, from Katoomba RSL Club
- Rosemary Want, from Richmond Club
- Tom Gallagher, from Penrith Gales Club
- Craig Hunter, from Penrith Gales Club

John congratulated Zone Secretary David Marsh and Education Officer Joe Baysari on the success of the Zone Golf Day, staged at Fox Hills Golf Club on September 11.

David said the golf day – a four-person Ambrose event which attracted 112 players – had raised more than \$5,000 for the Zone Bursary and Education program.

"It was a great day on the course and a successful day for the Zone education program and we had great



Outgoing Zone President Gary Green with Jenny Delaney and CMAA Federal Executive Vice President Danny Munk.

support from our sponsors, Ainsworth Gaming Technology, Merlot Constructions and ICU Security, with DeBortoli providing the wines for lunch," David said.

David also announced to the meeting that Independent Gaming had



CMAA Education Manager Ralph Kober presents Kim Kenna with her ACCM Award at the Nepean Zone Meeting.



CMAA Nepean Zone Education Officer Joe Baysari ACCM (left) with Acting Chairman John Turnbull and outgoing President Gary Green.

Green stands down

confirmed a \$2,000 bursary for the Zone.

John closed the meeting by reminding members that the Zone Christmas Luncheon would be at Liverpool Catholic Club on December 12 and that Mounties would host the AGM next March.

Before the meeting, there were three free workshops, attended by more than 30 guests.

Brett Jones, NSW/ACT Account Manager from ClubData Online, opened the day at 9 o'clock with "Non Smoking and its Effect on Clubs", before Ralph Kober showcased the "CMAA's Professional Development Program" and Peter Sharp closed the workshops with a session titled, "Getting the Most from the Media".



Paul Dalton honoured at Maroubra RSL Club

Maroubra RSL Club hosted the September CMAA City Eastern Suburbs Zone meeting and provided members and the trade with an opportunity to network and take a break out of what is increasingly busy work schedules.

More than 30 members attended the CMAA Zone Meeting where CMAA Federal President Bill Clegg, ACCM and Education Manager Ralph Kober delivered parts of the CMAA Head Office report.

Bill outlined the Association's position regarding the workplace relations environment as it pertains to club managers and updates on the progress being made with the NSW Government on amendments to the Registered Clubs Act and the Gaming Act.

Ralph encouraged members to apply for the 2008 National Bursary awards



CMAA Federal President Bill Clegg presents Kensington Memorial Club CEO Paul Dalton with his CMAA 30 Year Members Badge at the City Eastern Suburbs Zone Meeting.

where more than \$100,000 in sponsored study events and activities were on offer to all eligible CMAA members.

Ralph also provided details of the

CMDA Affiliate (CA) program and explained how important it is for the longevity of the CMAA to start career relationships with front-line staff as they develop their careers into management into the future.

During the meeting, Bill presented Kensington Memorial Club CEO Paul Dalton with his CMAA 30 Year Members Badge.

Paul, who does great work for Ronald McDonald House through the City Eastern Suburbs Zone Peter Cameron Golf Day, was also honoured as the CMAA Hall of Fame Club Manager in 2002.

CMAA Life Member George Elliot was another Association stalwart at the meeting.

Following the meeting, more than 120 members and trade representatives enjoyed a Chinese banquet luncheon.



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Healthy feedback and debate at Club Old Bar

By TREVOR HAYNES, Great Lakes Zone Publicity Officer

CMAA Federal Executive Member Tim McAleer, ACCM headed north to Club Old Bar to chair an open Forum with Great Lakes Zone members.

Tim and CMAA Division D – Hunter Zone, Central Coast Zone and Greats Lakes Zone – Federal Councillor Stephen Byfield, ACCM sat down with 20 members in early September.

Club Old Bar General Manager Tony Jones (pictured) hosted the Forum, which involved an exchange of

information from the CMAA's Strategic Plan and feedback from members.

As a result of the Strategic Planning meeting in early July, the CMAA has



identified five priorities to make the

Association more relevant and influential in the professional and educational aspirations of the membership.

Tim covered all aspects of the Strategic Plan, the CMAA's determination to be relevant and keen to receive and act on feedback from the grassroots membership.

The Great Lakes Forum followed the first event in the series, which was staged at the Central Coast.

Main areas of concern at the Great Lakes Forum were industrial collaboration regarding Australian Workplace Agreements (AWAs) for managers, regional training and apathy among non-active members.

Zone members were impressed with the motivation for the Forum and the way in which Tim confronted the group with his no-nonsense delivery.

After all the information was exchanged, members went away with a piece of Tim's philosophy and advice ... "You own the problem until it's fixed".

Top Sydney clubs on Expo Study Tour

By **NATHAN WHITESIDE**

Around 45 delegates from a variety of Far North Coast Zone clubs participated in an informative and interesting Study Tour to three of Sydney's biggest clubs.

The Study Tour was part of the CMAA's 2007 Annual Conference, Exposition and Gala Charity Dinner, staged at the Sydney Convention and Conference Centre at Darling Harbour.

The clubs on the Study Tour were Liverpool Catholic Club, Campbelltown Catholic Club and Mounties.

First stop was Liverpool Catholic Club where Club CEO John Turnbull greeted the group and conducted an informative tour of his club and surrounding facilities.

It was great to see a CEO with so much pride in what he does after a long time in charge of the successful club.

John spoke about the importance of clubs diversifying away from gaming income in these uncertain times and

showed tour members around the new function facilities, fitness centre and ice rink.

Before providing a first-class lunch, John told the group that the new facilities were proving to be a great asset to the club.

Far North Coast Zone President Jon McGregor has not yet taken off his Liverpool Catholic Club "hat".

Next stop was Mounties where Group CEO Greg Pickering and Group Operations Manager Geoff Muldoon welcomed the group before adjourning to the club's spectacular Board Room (which would run a close second to Maclean RSL Club as the best in the state).

Like our Liverpool Catholic Club visit, the Study Tour group were escorted on another informative walk through all eateries, gaming areas and the club's award-winning fitness complex.

The Mounties M1 fitness centre was a real "eye opener" and one Tweed club employee appeared to get lost in the wrong change room.

All delegates appreciated the time and conversation with Greg and Geoff.

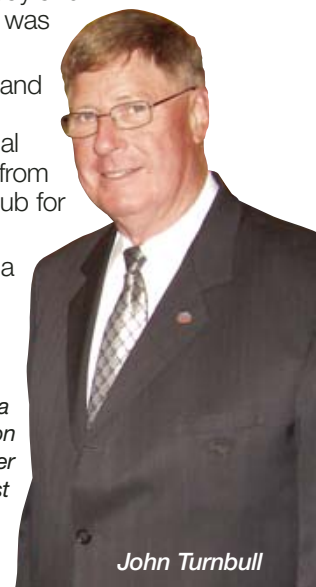
The Study Tour's last stop was Campbelltown Catholic Club where delegates had an hour to roam the club and appreciate the new additions and facilities.

It had been a long day and the offer of a coffee was hard to refuse.

It was a successful and interesting day for everyone with special thanks to Phil Kelly from Lismore Workers Club for organising the day.

We look forward to a similarly successful tour in 2008.

- *Nathan Whiteside,
B.Bus. Tourism, Yamba
Bowling and Recreation
Club Assistant Manager
CMAA Far North Coast
Zone Publicity Officer*



John Turnbull

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Ross turns on weather, views and first class hospitality

Ross Corcoran turned on the weather and the hospitality for the Illawarra Shoalhaven Zone Luncheon at Sussex Inlet Bowling Club in late September.

With the main green full of Friday morning club bowlers, Zone members gathered for a pre-luncheon inspection of the club and excellent use of space and budget that Ross employed in construction two outdoor terraces.

Ross judiciously spent less than \$250,000 with both sites and cleverly installed plasma screens inside and outside (weather-proofed) the building.

The population of the southern Shoalhaven seaside township is 4,000 and the Sussex Inlet Bowling Club membership recently topped 3,000 – an impressive take-up rate.

"The club is doing well and we are very pleased with the result of our efforts with the outdoor amenities," Ross said as he welcomed CMAA colleagues.

CMAA Communication Services Manager Peter Sharp made the journey south to present a workshop, *"Making the Media Work for You"*, which provoked plenty of interesting conversation and questions from the floor.



Following the 45-minute workshop, the gathering moved off to the dining room for lunch and a few drinks taking in the spectacular inlet and ocean views.

The Shoalhaven Illawarra Zone AGM will be conducted at Dapto Leagues Club on Friday, October 26, with the Christmas Luncheon at Collegians Balgownie on Friday, December 7.

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Full agenda at Diggers



Central Coast Zone Committee Member Christine Haynes gives her Mid Year Executive Leadership Conference presentation to the Zone Meeting.

Central Coast Zone provided a full schedule for the meeting and presentations at the award-winning Diggers at The Entrance in mid-September.

With Zone President Graham Calbert unavailable, Vice President David Brace convened the meeting of more than 30 members with host club CEO and Division D – Hunter Zone, Central Coast Zone and Great Lakes Zone – Federal Councillor Stephen Byfield among the membership.

CMAA Communications Services Manager Peter Sharp presented the Head Office report, focusing on the 2008 dates for the CMAA's major conferences at Darling Harbour (March 18 and 19) and Mid Year event at the Gold Coast (July 2 to 4).

Peter also reminded members that the CMAA's highly-prized National Bursary Program was open for applications, that results of the Electronic Salary Survey would be released in October and the CMAA's Member Survey was still open for

online responses.

Education Officer Dena Hynes also spoke about the National and Zone bursaries opportunities in her report.

Host club manager and Zone Committee Member Christine Haynes presented her report from her Zone Bursary to attend the 2007 Mid Year Executive Leadership Conference, staged at Conrad Jupiters on the Gold Coast.

Following the Zone Meeting, Central Coast Tourism CEO Horst Enbendrudat outlined the tourism strategies for the Central Coast and its implications for the Club Industry.

During the luncheon, high-profile industry consultant Mary O'Neill got a warm welcome with her presentation, "Staff Facilitation and Customer Service".

Mary, who is well known for her corporate relations work with Ainsworth Game Technology, is now running "Mary O" (Service with a Smile) and is consulting to the club and hospitality industry.

The Central Coast Christmas Luncheon will be hosted at Davistown RSL Club on Friday, December 7.



The Central Coast Zone Committee prepares for the meeting conducted at Diggers at The Entrance last month.



Four Directors from the host club, Diggers at The Entrance, attended the presentations following the Central Coast Zone Meeting.

Bankstown Sports Club's support for the Canterbury Bankstown Migrant Resource Centre (CBMRC) has allowed the community group to implement "The Young Muslim Total Respect Project".

It's an educational program to engage Muslim and non-Muslim youth and enhance understanding of the Islamic faith.

While the project will initially target the local Bankstown Muslim community, Project Coordinator Tonny Birungi said the aim was to engage families and young people from other Arabic-speaking communities.

Program fosters youth understanding of Islam

"We began planning the Young Muslim Total Respect Project after co-ordinating the Youth Employment Services (YES) Project, which provided assistance to unemployed Muslim people," Tonny said. "During the YES program we recognised the need for links with young Muslim people who were experiencing hardship."

Bankstown Sports Club provided more than \$8,000 so that the Young Muslim Total Respect project will be implemented through three

interactive, culturally appropriate and thematic workshops.

These workshops focus on

- building strong families and young people
- managing resources and time effectively
- alcohol and other drugs

The workshops also will have additional input of a professional facilitator with specific experience in the topics being discussed.

For information on The Young Muslim Total Respect Project, contact CBMRC (02) 9789 3744.

SCU fast tracks club and gaming management

The CMAA has a strong association with Southern Cross University, which has built an impressive and growing reputation domestically and internationally over more than 30 years. The Centre for Professional Development in Club and Gaming Management is a joint CMAA-SCU initiative to address Club Industry management education and training needs and plays a critical role in professionalising the industry. **JANET HENDERSON, a Student Liaison Officer at SCU's Centre for Professional Development in Club and Gaming Management and, profiles the courses that take club management studies to the next level ...**

"I have no doubt that I would not have reached the position of Chief Executive Officer without the increase in skill level and confidence the program brought. The content was challenging, practical and relevant and it compelled you to continually review work practices." - **Gordon Rhodes, ACCM - South Tweed Sports Club CEO and CMAA Division E Federal Councillor**

This is one of the many positive comments from graduates in courses offered by the Centre for Professional Development in Club and Gaming

Management at Southern Cross University (SCU). More than 500 people have already graduated from the Centre's Bachelor of Business in

Club and Gaming Management and the Associate Degree of Business in Club and Gaming Management.

These courses also have exit points at Certificate and Diploma levels and are an excellent way to fast track a career in the club and gaming industries by formalising work experience, increasing skill levels and confidence and by updating industry knowledge.

The courses are delivered externally by distance education.

Most SCU students study part-time, completing one or two units of study each semester, while many also take advantage of the SCU Summer School.

Students receive:

- Comprehensive study materials
- Individual consultation with lecturers and tutors by phone, fax and email
- Online study support, where appropriate
- Electronic access to the SCU Library
- Support from a dedicated External Studies Unit
- Opportunities to network with other students.

What makes these programs so successful?

Student testimonials indicate the effectiveness of these courses in career advancement.

Key success factors are:

- SCU's partnership with the Club Managers' Association Australia (CMAA) in developing and offering these courses.
- Links to the Industry Award, where the course structure and sequence of units are predicated upon the levels and competencies developed in the Award.
- Flexible time frames and course structures, to allow for the demands of working in the industry while also studying.
- Recognition of prior learning, where students may apply for advanced standing based on workplace experience and previous qualifications.
- External delivery mode, where the course is delivered to students through distance learning, that is away from the university campus.
- Experienced qualified tutors, who are selected on the basis of industry experience, academic qualifications and teaching experience - particularly in distance education.
- Quality and consistency, assured by program policies regarding student contact, assignments, feedback, marking, tele-tutorials, phone calls, assignment extensions, and assistance for marginal students.
- Comprehensive and up-to-date study materials, developed with input from both academic and industry specialists. Students receive an introductory guide, study guide and book of readings for each unit of study. Resource books, text books, and DVDs may also be provided. Study materials are also informed by current research conducted by SCU's Centre for Gambling Education and Research.
- Tele-tutorials. Students can participate in tele-conference tutorials, organised by tutors and funded by SCU.
- Work-based assessments that enable students to apply theory to workplace and industry practices.
- Regular newsletters to keep students informed so they feel part of the SCU community.
- Online support, through a specialised intranet linking staff and students so they can share news and information and hold discussion groups.



Southern Cross University's Centre for Professional Development in Club and Gaming Management Liaison Officer Janet Henderson worked on the CMAA's stand during the recent Australasian Gaming Expo at Darling Harbour.
Picture: ADAM McLEAN

ement careers

Pathways to course entry and recognition of prior learning

To gain entry into the Bachelor of Business in Club and Gaming Management and Associate Degree of Business in Club and Gaming Management, students must be currently employed in the club, hotel, casino, hospitality or tourism sectors.

People who are Active Certified Club Managers (ACCMs) and/or members of the Club Managers' Development Australia (CMDA) who have successfully completed the Advanced Diploma of Hospitality (Club Management) are eligible for advanced standing for some study units.

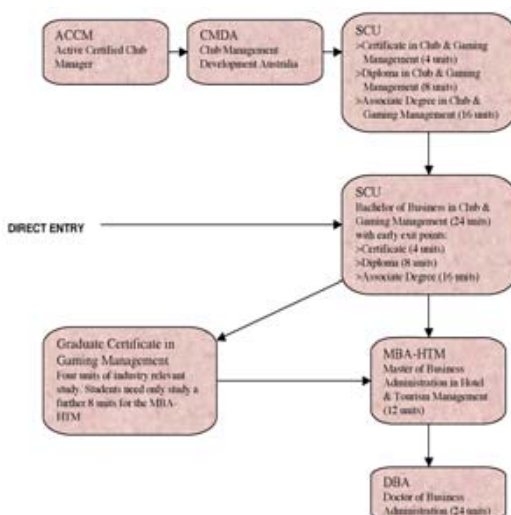
Once students have completed the Bachelor of Business in Club and Gaming Management, they may undertake post-graduate studies at Southern Cross University through the Graduate Certificate in Gaming Management and/or the Master of Business Administration-Hotel and Tourism Management.

Students, subsequently, can study for a Doctor of Business Administration, also through Southern Cross University.

These pathways to entry and further studies are depicted below.

Pathways to Undergraduate and Postgraduate Studies

INDUSTRY ENTRY



How to enrol in the Bachelor of Business or Associate Degree in Club and Gaming Management

Applications for Semester 1 in 2008 are open through to the end of October. Students can apply directly using the SCU Direct Application Form, which can be downloaded from the "How to Apply" section of the SCU website at

<http://www.scu.edu.au> or phone 1800 626 481 to request a copy to be mailed out.

Summer School

SCU also has Summer School, which is an ideal way for students to complete one or two units of study and fast-track the Bachelor of Business or Associate Degree in Club and Gaming Management. Summer School runs from December 3 to February 4. Applications are open until December 10. Contact Janet Henderson (details below) for more information and how to enrol.

Current SCU students should enrol via "My Enrolment" by completing the online "Unit Approval Request". New students or students undertaking cross-institutional study must complete a "Direct Application Form" and attached "Enrolment Form" which is available from the SCU website:

<http://www.scu.edu.au/schools/tourism> ... click on the link to Summer School, then fax to: (02) 6626 9155 "Attention Janet Henderson", or mail to the address at the end of this article.

Graduate Certificate in Gaming Management

For those students with a first degree and industry experience, SCU also offers the Graduate Certificate in Gaming Management - a four-unit post-graduate coursework degree offered by distance education on a trimester basis. These units can also be studied as part of SCU's Master of Business Administration in Hotel and Tourism Management. Students can apply using the SCU "Direct Application Form", which can be downloaded from the "How to Apply" section of the University website <http://www.scu.edu.au> or phone 1800 626 481 to request a copy to be mailed out.

Southern Cross University

Southern Cross University is an Australian Government University, officially recognised by governments and professional bodies throughout the world. It is an innovative University with a tradition of learning spanning more than 30 years. SCU provides opportunities for high-quality university education with a strong student focus. SCU programs are innovative, linked to targeted research and the needs of our partners in industry and the professions. SCU has campuses in Lismore, Coffs Harbour and Tweed Gold Coast, has a large distance

education program and numerous off-shore partnerships.

The Centre for Professional Development in Club and Gaming Management

Established in 1993, the Centre for Professional Development in Club and Gaming Management is a joint initiative between Southern Cross University and the Club Managers' Association Australia. It was established specifically to cater for the educational and training needs of Club Industry management and staff. It has played a critical role in professionalising the industry, with its qualifications tied to the Club Industry's Award structure. The Centre's Board of Management consists of representatives from the CMAA, NSW Registered Clubs Industry and Southern Cross University. Board members are:

- > **Robert Smith, ACCM** - General Manager, Twin Towns RSL Club - Chairman
- > **Ralph Kober** - CMAA Education Manager
- > **David O'Neil, ACCM** - General Manager, Castle Hill RSL Club, CMAA Federal Executive Member, CMDA Board of Management Studies Chairman
- > **Professor John Jenkins** - Southern Cross University, Head of the School of Tourism and Hospitality Management
- > **Associate Professor Nerilee Hing** - Southern Cross University, Academic Coordinator of the CPD in Club and Gaming Management and Head of the Centre for Gambling Education and Research

The Centre for Professional Development in Club and Gaming Management is part of SCU's School of Tourism and Hospitality Management.

The School is accredited as meeting the standards of the International Centre for Excellence in Tourism and Hospitality Education, an Australian Government initiative which recognises, develops, promotes and supports outstanding capability in this field of education.

The School of Tourism and Hospitality Management won the NSW Awards for Excellence in Tourism Industry Education in 1997, 1998, 1999 and 2002; and the Australian Tourism Award for Industry Education in 1999 and 2004.

For more information on any of SCU's club and gaming courses ...

- > visit the SCU website ... www.scu.edu.au/schools/tourism
- > contact: Janet Henderson, Student Liaison Officer

Centre for Professional Development in Club and Gaming Management
Southern Cross University P: (02) 6620 3627
e: janet.henderson@scu.edu.au

Labour of love defines gambling from antiquity

Picture this ... you are sitting around a poker table feeling pretty good about the hand you are holding. Your contributions to "the pot" are forcing the others at the table to stretch their budgets. Then comes the showdown and someone calls out: "lalapalooza!"

What has just happened?

Alternatively, you are called on to enter the local "cow-pat bingo" competition.

Come again?

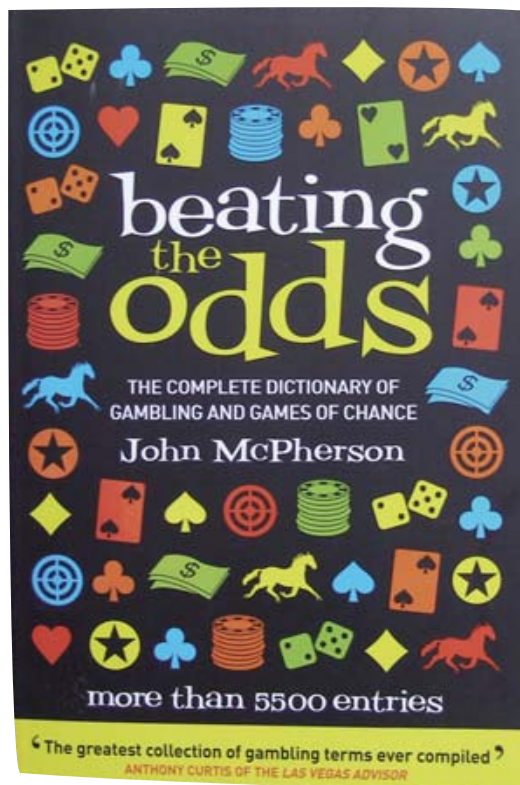
The thought boggles the imagination.

Don't fret ... there is now a solution to this, or any other gaming term or question you have ever had.

If you ever need to know what on earth a "lalapalooza" is, or the meaning of any other gaming-related terms, such as "wet feet", "chuck-a-luck" and "nine men's Morris", then you need look no further than a new book recently launched at Southern Cross University.

Geoff Slattery Publishing in Melbourne has just published *"Beating The Odds: The Complete Dictionary of Gambling and Games of Chance"* by John McPherson, a School of Tourism and Hospitality Management Communications and Gaming tutor and a PhD candidate in the Centre for Gaming Education and Research.

An eight-year labour of love, the dictionary includes well over 5,500 entries and listings and defines a vast array of terms connected with gambling, racing and games of chance from ancient times and cultures to the internet age.



It has already received international recognition, with Anthony Curtis, the founder of *Las Vegas Advisor*, describing it as "the greatest collection of gambling terms ever compiled".

It covers everything from the role of gambling in deciding the realms of the Greek gods, to explanations of gambling equipment used in ancient Rome; from game rules for mah jong to a history of poker and even the cross-cultural popularity of cockfights.

Associate Professor Nerilee Hing, Head of the Centre for Gambling Education and Research, said the dictionary is such a rich source of information that "the reader comes away in awe of the writer's research, in admiration of the work involved and

with a far greater appreciation of the ubiquitous and global nature of gambling throughout the ages and how our language has been shaped and coloured by gambling practices and terms".

John McPherson said the historical scope of his work ... "goes back to the dawn of sentient human record-keeping. However, gambling is a practice that long pre-dates the keeping of records."

Also a playwright and fiction writer, McPherson said: "One thing I wanted to ensure was that the dictionary was readable; that it would be entertaining to just sit down with."

"As it was, with colourful characters such as the libertine Casanova and the ancient Greek warrior Xenophon, the history of gambling is anything but dull."

The historic scope of the dictionary makes it more of an encyclopaedic work than a mere listing of term definitions.

The argument settler

During the course of his research, John McPherson encountered numerous games that have all but passed into memory, while others, such as backgammon, draughts and chess have "storied" histories that stretch across a range of civilisations.

"In one sense, I guess, *'Beating the Odds'* is an argument settler," John said. "In defining the hundreds of names of poker variations, it became necessary to state what the unique rules of each game were."

"Although this wasn't the intention, it is possible to use it as a rule book for hundreds of games, be they cards, dice, coin or board games."

The CMAA and Southern Cross University's Centre for Gambling Education and Research

John McPherson's PhD research is being undertaken through Southern Cross University's Centre for Gambling Education and Research (CGER) - an organisation the CMAA actively partners.

The Centre aims to achieve excellence through the development and provision of quality education and research relating to gambling, its operations, management, policy and impacts.

The CGER has been established as a response to the recent exponential growth in legalised gambling in Australia and in many other countries.

This growth has been accompanied by a demand for research into gambling, along with related education and training.

Gambling-related education programs offered through the School of Tourism and Hospitality Management include the Bachelor of Business in Club and Gaming Management (in affiliation with the CMAA), the Graduate Certificate in Gaming Management and the MBA in Tourism and Hospitality Management with a major in Gaming Management.

Club Industry professionals looking to advance their careers can inquire about the Bachelor in Business in Club and Gaming Management, or any of the post-graduate Gaming Industry-related programs on offer, through Southern Cross University's School of Tourism and Hospitality.

uity to internet

Regarding whether he thought the dictionary was an “every club should have one” type of book, John said: “Well, as the author, I would obviously answer yes to that one, not only because of the poker machine terms, as clubs are now hosting so much of the recent boom in poker across the country.”

Lovers of the turf are also in for a treat.

There are more than 1,500 terms that deal specifically with horse, dog - even camel - racing.

Many of the most influential horse breeds over the past 1,000 years, such as the Akhal-Teke, Barb, Arab and many others are included.

It is difficult to imagine what terms have not made it into the book.

However, if you think you know of a term that should get a guernsey, there is always a chance that you could contribute to the next edition.

The author and publisher have set up a “suggestions” site on the book’s web page (see below).

Talking on one of the more unique aspects of the dictionary, John said: “I found the ancient practices very intriguing.

“I like to think of it this way ... a successful gambler is one who is able to foretell the future.

“In ancient cultures, from Europe to Asia, Africa to the Americas there were a multitude of practices that were designed around foretelling the future.

“Some of these developed into gambling games themselves.

“Dice, for instance, were initially made of goat, sheep or even dog knuckles and were an important component in early scrying, or divination.

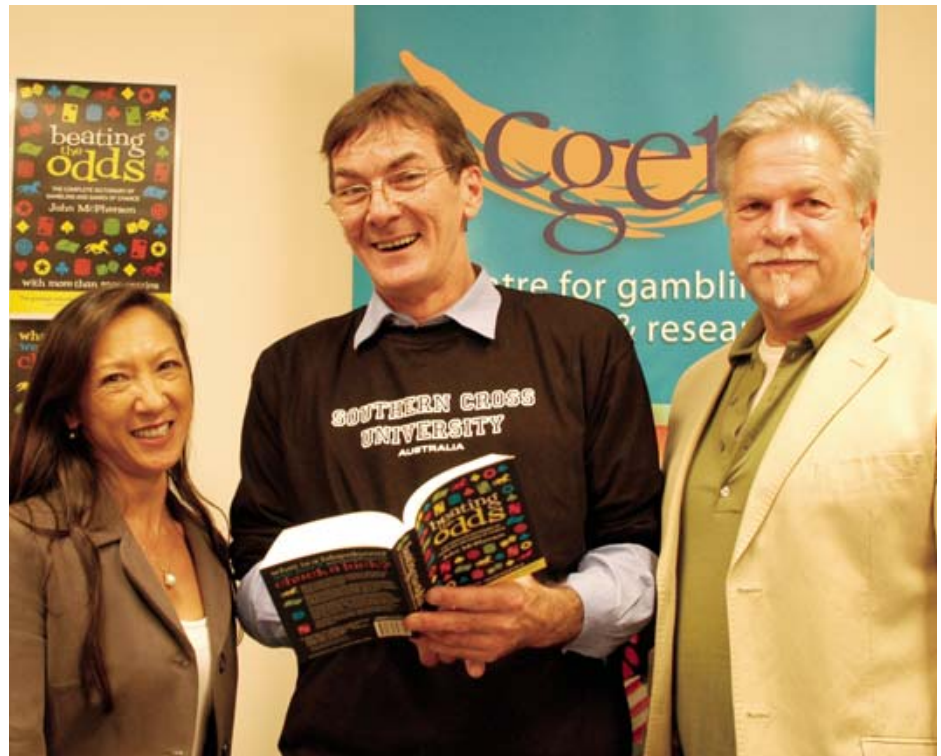
“We still see those early knuckles today in toy stores in the form of ‘jacks’.

“Amazingly, the rules of jacks have changed very little since the time of the Macedonian Empire of Alexander.”

Asked if he had undertaken anything nearing this scope before, John said: “In a way. In 1995 and 1996, I researched and wrote a critical history of the Olympics, from an Australian perspective, for radio.

“Working with a crew of two, I was able to get the 13 episodes recorded in Lismore and broadcast nationally over the CBAA network.

“One of the major benefits of that



Associate Professor Nerilee Hing (left), the Head of Southern Cross University's Centre for Gambling Education and Research, with author John McPherson (centre) and Co-Director of the Melbourne University/Monash University Gambling Research Program, Professor Alun Jackson, at the launch of “Beating The Odds”.

research was that I went into the history of each of the sports, which in many cases ran parallel to the history of gambling.

“There was a rather unusual outcome from that research.

“I had always been intrigued by Edwin Flack, the London-based accountant from Melbourne, who won two gold medals at the 1896 Athens Olympics, while conducting a sporting holiday.

“I noticed that there were only a few competitors in the two tennis competitions he entered, singles and doubles.

“A few years later, I revisited this research and discovered that Flack is recognised by the IOC as a bronze medallist in the doubles.

“He and his partner, Athens roommate and fellow London Athletics Club member, George Robertson, received a bye through the first round and lost their only match.

“However, that match was a semi-final, making Flack and Robertson bronze medallists.

“I made a submission to the Australian Olympic Committee in late

2004, with their historian acknowledging that Flack would now be acknowledged as having won three, rather than two Olympic medals.”

The dictionary should not just be seen as a collection of historic terms, in fact nothing like it.

“I’m currently doing a PhD thesis on the history of fantasy sport games,” John added.

“This is a field of gaming that provided a wealth of terms for the dictionary and is based very firmly in the internet age of the 21st century.”

Asked for his favourite term in the dictionary, John grinned ... “Well, that would have to be ‘Smith and Wesson’, but I’ll just let you look that one up for yourself.”

‘Beating The Odds: The Comprehensive Dictionary of Gambling and Games of Chance’

by John McPherson, is available at bookstores, or online through Geoff Slattery Publishing at <http://books.geoffslattery.com.au/books/beating+the+odds/>

“It is difficult to imagine what terms have not made it into the book. However, if you think you know of a term that should get a guernsey, there is always a chance that you could contribute to the next edition ...

What's New

TCP gives Optus HQ \$2million makeover

Total Concept Projects (TCP) has delivered a \$2 million audio-visual fit-out for the Optus head offices at North Ryde.

The contract was completed earlier this year.

TCP, a CMDA Sponsor company, supply and integrate audio-visual technology to corporate, hospitality and Club Industry clients.

TCP Project Manager Adam Gerny said TCP was excited to work with Optus to deliver a cutting-edge

audio-visual network for their North Ryde facility.

"We fitted out more than 80 conference, training, board rooms and auditoriums," Adam said.

"Offices and breakout areas, each totally customised to meet its specific functional requirements also were on the project plan."

Adam said the roll-out included more than 100 LCD projectors, LCD and plasma screens and a selection of video conferencing systems centrally controlled by touch-button AMX control technology.



The Optus head offices complex at North Ryde where Total Concept Projects completed a \$2 million audio-visual fit-out.



Capri cocktail glass, island style

There's an art and beauty to serving cocktails and the latest cocktail glass from Crown Commercial – the Capri – helps to serve up the unexpected. The 390ml Capri is a shapely stemmed glass, perfect for serving strawberry daiquiris, pina coladas and a variety of blended island-style drinks. These glasses are designed with a completely flat and stable foot to make washing and holding easier. The Capri cocktail glass is a practical addition to Crown Glassware's cocktail collection. Contact a Crown Commercial distributor on 1800 252 360.

Kate delivers best drop at Stella Artois titles

Perth's Kate Gow is Australia's top bartender for 2007.

Kate, 23, collected the crown at the national finals of the international Stella Artois World Draught Masters competition.

She will represent Australia at the World Final this month at Leuven, Belgium – the home of Stella Artois.

Celebrating its 10th anniversary, the World Draught Masters has become a regular calendar event for experienced beer maestros.

Competitors are judged on ability to perform the "Nine-Step Ritual", a Belgian beer-pouring tradition that dates back to medieval times.

Not only do they have to perfectly pour four beers, contestants converse with the judges, share knowledge of their Belgian beer repertoire and present the beers

in the correct manner all within the seven-minute time limit.

Kate will tackle opposition from 26 countries at the world finals with the winner taking a 2,500euro travel voucher and a 1,000euro travel voucher for the runner-up.

"This whole experience has been fantastic," Kate said. "I can't believe

that I'm going to compete in Belgium. It's one thing to say you can pour the best beer in Australia, but I want to tell my friends that I can pour the best beer in the world."

National final judges included Chris Ward from the InBev Brewing Company and 2004 World Draught Master runner-up and Australian national champion Mark Stanley.

Stella Artois representative Garry

Hastings said the World Draught Masters Competition not only uncovers the finest bar staff to master the theatre and spectacular associated with the Ritual, but also helps maintain the heritage and tradition that Belgian beer was founded on.

Australia is famous for producing some of the world's best draught masters.

South Australia's Kerrie-Ann Watts won the world crown in 2003, with Mark Stanley runner-up in 2004.



Eternal range extends flooring performance

The new "Eternal" collection from Forbo features a new development that radically extends commercial performance.

Incorporated into the new Eternal range is PUR Pearl™, a superior polyurethane reinforced cross-linked lacquer that offers extremely high resistance to stains, scratching and scuffing while remaining flexible and beautifully matte.

This makes it appealing for installations requiring rugged flooring, such as education, health or aged facilities, hospitality venues, commercial foyers and retail.

Renowned internationally for quality design, the Eternal collection expands to offer a new, contemporary flooring palette.

Eternal Wood offers 14 natural hardwoods with dense visual texture and aesthetics - six of the range also are available in Eternal Wood Decibel offering sound reduction of 17dB without compromising performance.

Eight stone varieties and two tonal palettes feature in **Eternal Stone**, a collection with three-dimensional visuals



incorporating fine metallic sparkles to represent the smooth lustre of a natural stone floor.

With eight colours, **Eternal Impact** has the textural appeal of organic shapes and intricate detail similar to translucent fine stained glass.

Colour also marks **Eternal Mica** with designs from individual colour particles bringing brilliance to retail and commercial environments where durability and heavy wear resistance are paramount.

In creating better environments, Forbo has reviewed its production process for the new Eternal collection.

Developments to reduce Eternal flooring's ecological footprint by using a calandered backing made from 70% recycled materials, choosing water-based inks - rather than solvent-based - and complying with strict emission requirements.

For more information, contact Forbo Flooring (1800 224 471) or go to www.forbo-flooring.com.au



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Pernod Ricard launches Jacob's Creek 'Three Vines' range



The Three Alternate Tenors provided part of the entertainment at the spectacular launch of the Jacob's Creek "Three Vines" wine range.

The first Jacob's Creek wine range in seven years has made a spectacular debut at Sydney's Circular Quay.

Influential members of the wine trade were left in no doubt that the Jacob's Creek "Three Vines" range has the potential – and the pedigree – to be another major success for Pernod Ricard, one of the CMAA's new CMDA Centre sponsor companies.

The launch, at the Ocean Room, had a distinctly Mediterranean flavour, in keeping with the make-up of the new wines ...

- Shiraz Cabernet Tempranillo (red)
- Shiraz Grenache Sangiovese (rose)
- Semillon Sauvignon Blanc Viognier (white)

The third grape in each of the wines is a traditional Mediterranean varietal ...

- Tempranillo, Spain;
- Sangiovese, Italy
- Viognier, France

The Mediterranean influence also extended to the entertainment, with jazz diva Janet Seidel performing several popular Edith Piaf songs to



Jacob's Creek "Three Vines" wait staff with Pernod Ricard Chairman and CEO Laurent Lacassagne at the Ocean Room, Circular Quay.

provide a French connection.

The Three Alternate Tenors represented Italy and a troop of high-energy flamenco dancers, "Arte Kanella Flamenco", provided a taste of Spain.

"To reinforce the fact that the wines are most definitely Australian, triple Aria award winner and 'Dancing with the Stars' champion Kate Ceberano brought the house down with a stellar performance," Jacob's Creek Senior Brand Manager Cate Sefton said.

The entertainment was supplemented with some wine education provided by chief winemaker Bernard Hickin and tastings at themed winemaker stations.



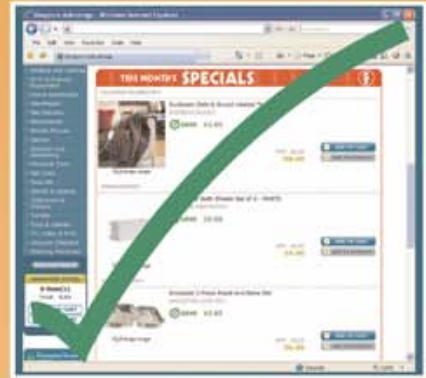
Pernod Ricard Wine Marketing Manager Angus Barnes (from left) with Pernod Ricard's National Account Manager Stuart Carr, Matt Graham from Accor and Martin Omara from NILWA) at the launch.



Jacob's Creek Chief Winemaker Bernard Hickin with Liquid Ideas Managing Director Stuart Gregor.

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OCTOBER 2007

| | | | | | |
|-----------|-------------|-------|-------------------------------|---|-------|
| Wednesday | 03/10/2007 | 09:30 | Ballina RSL Club | Far North Coast Zone Meeting | 13:00 |
| Friday | 05/10/2007 | 09:00 | West's Ashfield | Inner West Zone Meeting | 13:00 |
| Friday | 12/10/2007 | 11:00 | Horton Park Golf Club | Sunshine Coast Golf Day | |
| Sunday | 21-24/10/07 | | Hyatt Hotel, Canberra | RSL & Services Clubs Assn Annual Conference | |
| Thursday | 25/10/2007 | 09:30 | Auburn | CMAA Executive Meeting | |
| Friday | 26/10/2007 | 11:00 | Dapto Leagues Club | Illawarra / Shoalhaven Zone AGM | 13:00 |
| Wednesday | 31/10/2007 | 10:00 | Carlton Brewhouse, Abbotsford | Victoria Zone Meeting | 13:00 |

NOVEMBER 2007

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|-----------|-------------|-------|-------------------------|---|-------|
| Thursday | 1-4/11/2007 | | Sheraton Mirage Surfers | Leagues Club Assn National Conference | |
| Monday | 6-19/11/07 | | Las Vegas | CMAA Global Gaming USA Tour | |
| Tuesday | 13/11/2007 | 16:00 | Park Beach Bowling Club | Mid North Coast Zone Meeting | 19:00 |
| Wednesday | 14/11/2007 | 15:00 | Bathurst RSL Club | Mid State Zone AGM | 19:00 |
| Wednesday | 21/11/2007 | 09:30 | Logan Diggers | CMAA Queensland Bursaries Presentations | 13:00 |
| Tuesday | 27/11/2007 | 09:30 | Randwick Labor Club | City Eastern Suburbs Zone Meeting | 13:00 |
| Wednesday | 28/11/2007 | 09:30 | Norths Leagues Club | Manly Northern Suburbs Christmas Luncheon | 13:00 |
| Friday | 30/11/2007 | 09:00 | Brighton Le Sands | CMAA Executive Meeting | |
| Friday | 30/11/2007 | 10:30 | Brighton Le Sands | CMAA Federal Council Meeting | |
| Friday | 30/11/2007 | 13:00 | Brighton Le Sands | CMAA Sponsors Luncheon | |

DECEMBER 2007

| | | | | | |
|-----------|-------------|-------|-------------------------|--|-------|
| Monday | 3/12/2007 | 09:30 | Taree Race Club | Great Lakes Zone Meeting | 10:30 |
| Tuesday | 4-5/12/2007 | 09:30 | Tamworth Club | North West State Zone Meeting | 13:00 |
| Tuesday | 4/12/2007 | 09:00 | Cronulla Leagues Club | St George Cronulla Sutherland Zone Meeting | 13:00 |
| Wednesday | 5/12/2007 | 09:30 | Sydney | Club Industry Advisory Council | |
| Wednesday | 5/12/2007 | 09:30 | Cardiff RSL Club | Hunter Zone Meeting | 13:00 |
| Thursday | 6/12/2007 | 09:30 | Liverpool Catholic Club | Nepean Zone Meeting | 13:00 |
| Friday | 7/12/2007 | 10:00 | Davistown RSL Club | Central Coast Zone Meeting | 13:00 |
| Friday | 7/12/2007 | 09:30 | Revesby Workers Club | Inner West Zone Meeting | 13:00 |
| Friday | 7/12/2007 | 11:00 | Collegians Club | Illawarra/Shoalhaven Zone Meeting | 13:00 |
| Friday | 7/12/2007 | 09:30 | Maroochydore RSL Club | Sunshine Coast Zone Meeting | 13:00 |
| Tuesday | 11/12/2007 | 18:00 | Burleigh Bears Club | Gold Coast Zone Meeting | 13:00 |
| Tuesday | 11/12/2007 | 09:30 | TBA | Far North Coast Zone Meeting | 13:00 |
| Thursday | 13/12/2007 | 09:30 | Merimbula | Far South Coast Zone Meeting | 13:00 |
| Thursday | 20/12/2007 | 09:30 | Auburn | CMAA Executive Meeting | |

Venetian Macao to host G2E Asia 2008

Asia's biggest gaming event, G2E Asia, will be staged at the all-new Venetian Macao from June 3 to 5, 2008.

The expo showcases the latest gaming products and technologies with information on the latest trends in Asian gaming.

It will also be an opportunity for delegates to sample first-hand Asia's largest hotel-resort and exhibition property.

It's possible to register online now – www.G2EAsia.com - which carries free admission to the exhibition hall.

G2E Asia 2008 will feature an expanded exhibit floor of 18,000 square metres, showcasing more new gaming products with more new suppliers from Asia, two new pavilions - iGaming and Security & Surveillance, keynote speakers addressing Asian gaming's newest and biggest issues, more conference tracks to examine the latest trends.

There will also be back-of house casino property tours, a welcome reception and other new networking events, and a V.I.P. Lounge and more comfort areas for networking and relaxation.



Security Services sale puts focus on training, security risk, recruitment

Barrington Security Services Pty Ltd - encompassing CPR Security Specialists and BRN Security Services - was sold in early August.

Barringtons CEO Allen Barry said the decision to sell is a positive change that heralds a new chapter in the Barrington Group's life.

Allen said that although best known for diversity and commitment to best practice, Barringtons now has more time to focus on the innovative and exciting projects within their core business units of:

- Barrington Training Services
- Barrington Corporate Risk, including Barrington CrimeWatch
- Barrington Recruitment
- Smartek Solutions, including **ozjobfindit.com**

Earlier this year, Barrington Training Services launched nine Vocational Training Academies across NSW and Queensland with key partners from the Hospitality Industry.

The Academies accommodate staff for accredited training in nationally recognised courses such as Certificate III in Hospitality, Certificate III in Business before rolling into a Certificate IV in Business (Frontline Management).

Courses also are running in Retail Operations, Customer Contact / Call Centre, Transport and Warehousing and Childcare Services.

The Academies also offer short Fee for Service courses, such as Barringtons Armed Robbery Survival Skills, Barista Training, or Wine Appreciation.

Responsible Service of Alcohol (RSA) and Responsible Conduct of Gambling (RCG) courses will be scheduled into the Academy program and conducted by the CMDA - bringing this compulsory hospitality training to metropolitan and regional areas.

For the convenience of online training, Barringtons is finalising



Wendy Browne

production of the new and interactive online induction - Dealing With Difficult People (to be released this month).

Barrington Corporate Risk - including Barrington CrimeWatch

For more than 16 years, Barrington Corporate Risk has provided investigative services for internal theft and fraud, risk and crisis management, emergency management and security design consultancy for a range of hospitality, corporate and government clients. This includes the provision of electronic security systems - closed circuit television, alarm and access control - via our Barrington CrimeWatch team. On a daily basis, Barringtons manage the risks of customers who are dealing with the threats of workplace violence, break-ins and illegal entry, armed robbery and theft/fraud. The service can help minimise risk in almost all circumstances by combining local knowledge with intelligence gained through established networks.

Barringtons Risk Consultants provide support and guidance to allow management teams get on with running the organisation. The highly trained Barringtons team also can undertake a range of more-demanding investigations including undercover operations, surveillance cases and criminal/corruption investigations.

Barrington Recruitment

Wendy Browne, a specialist in hospitality recruitment, has enlisted the services of Carolyn Pickering from Forward Focus to offer "The Next Step Workshop" - a professional interactive workshop designed to assist job candidates move through the job application process. It teaches candidates to:

- explore options, issues and solutions to identify strengths
- polish and hone communication and presentation attributes
- maximise potential in a fun and safe environment with like-minded colleagues.

These are free and voluntary seminars for people looking to improve marketability to prospective employers (duration 2 hours). Contact Wendy Browne (02) 9894 9122 for more information.

Smartek Solutions - ozjobfindit.com

The latest partner to join **ozjobfindit.com** is TAFE NSW South Western Sydney. This campus is the largest training school in NSW for hospitality workers. Every student receives instruction on how to log on to the site and is encouraged to access it regularly. Club Managers who are viewing **ozjobfindit.com** seeking staff can access the pool of fresh talent - FREE.

Another **ozjobfindit.com** initiative is it is partnering local schools in a Career Advice Australia program, "Structured Workplace Learning". This program facilitates structured learning opportunities to students in a real or simulated workplace. Their skills are assessed and competencies recognised nationally by industry and education systems.

Local I.T. class students, including Muirfield High, Asquith Boys High School and Hills Grammar, are contributing to the **ozjobfindit.com** site creating new material and working on a major feature program due out soon.

For more about the range of Barringtons services, phone (02) 9899 9391 or visit their website **www.barringtongroup.com.au**



Carolyn Pickering



Allen Barry

Macca tunes in to club podcasting

As the song goes ... "it's a long and winding road that leads to your door" ... and so goes the journey for Sydney media personality and consultant Ian MacRae.

Since his early days as "the next big thing" in Sydney radio, Ian has charted an interesting and successful course from commercial radio through to teaching and now club podcasting. One of Australia's most respected broadcasters, with more than 30 years experience in radio in Australia and England, "Macca" hosted one of Sydney's top morning radio shows for 13 years straight.

Today, Ian shares his vast experience and knowledge through his radio course where promising radio stars learn the art of radio in a broadcast studio. The Ian MacRae Radio School is located on the 26th floor of the UTS (University of Technology) building in Broadway, Sydney, in the studios of 2SER-FM.

Ian has stepped into online podcasting for clubs such as Revesby Workers Club, Mounties and Liverpool Catholic Club, offering members access to up-to-date information via computer.

"Podcasting grew out of my work



Ian MacRae's long and winding media journey continues as he builds on the introduction of podcasting to Sydney club websites.

broadcasting the Club Show on radio and it has been an exciting and interesting change of direction," Ian said. "The clubs are getting good response from members and, at this stage, the focus in club podcasting is on entertainment. It started out with Revesby Workers earlier this year on a fortnightly basis and now we are up to episode 18 ... it's going very well."

The average podcast runs 18 to 25 minutes with episodes archived on the club website for reference purposes and downloadable text of each episode. "There's a lot of work in a podcast ... it involves going to club

with a laptop and mixing board, recording requires a secure area and takes a few hours, then there's mixing and editing," Ian said. "I have been doing the radio school for eight years at UTS, so the podcasting is an interesting change from the broadcast studio and lecture rooms ... it's fun and I'm enjoying it.

"Podcasting is also an effective way of management communicating with staff on almost any subject ... it's an interesting concept for CEOs."

Despite the time-consuming schedule, Ian has scope to take on a few more clubs. Alongside the Radio School, Ian has added podcast training to his curriculum.

Throw in Ian's time in radio sales and marketing, writing scripts and doing M.C, compere and speaker engagements plus some casual on-air work and programming an internet radio station and it adds up to a very full working day. "I know it's busy, but it's my life and I love it," he laughed

For more information, contact The Ian MacRae Radio School at P.O. Box 1398, Rozelle NSW 2039, or call (02) 9555 8671, or email to mail@radioschool.biz (website: www.radioschool.biz)

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- Conrad Jupiters (Accommodation)
- Currumbin Wildlife Sanctuary
- Jupiters Townsville Hotel & Casino
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* If within 30 days of us accepting your order you find an identical item advertised at a lower price in Australia (excluding liquidation sale), send Shoppers Advantage verifiable proof (copy of advertisement) and we will refund the difference. All prices and models exclude freight and handling and are correct at time of publication. Subject to availability. Savings shown are against recommended retail price (RRP). All images are for illustration purposes only.

Tradies ready to defend national H.R. title

Tradies at Sutherland is aiming to achieve a proud "double" at the annual Australian Human Resources Institute (AHRI) Awards later this month.

The AHRI promotes professional standards by recognising businesses that achieve operational results through sound Human Resources (H.R.) management.

Tradies, which won the national award - National People Manager of the Year - in 2006, took the first step in achieving the "double" by recently taking out the NSW level of the awards process.

The Tradies nomination was bolstered by a 500-word "Statement of Outcome" highlighting six key people management criteria.

The statement and an AHRI site assessor's interview/review process, including an employee survey and focus group, confirmed Tradies as the Small Public and/or Not-for Profit Sector's NSW winner.

Tradies Human Resources Manager Joneen Thompson said the club maintains its "point of difference" is the service experience its front-line team delivers. "This difference is the way the Tradies team interacts with members and Tradies is single-mindedly dedicated to providing a service 'experience'," Joneen said. "This dedication has, for some time, been underpinned by the application and commitment to values-based leadership.

Tradies values, combined with innovative recruitment practices - hire character and build skill - sees all team members equipped and empowered to deliver the uncommon practice in all aspects of customer service."



Joneen said Tradies maintains a strategic approach to developing leaders and works hard to build the capability of all employees.

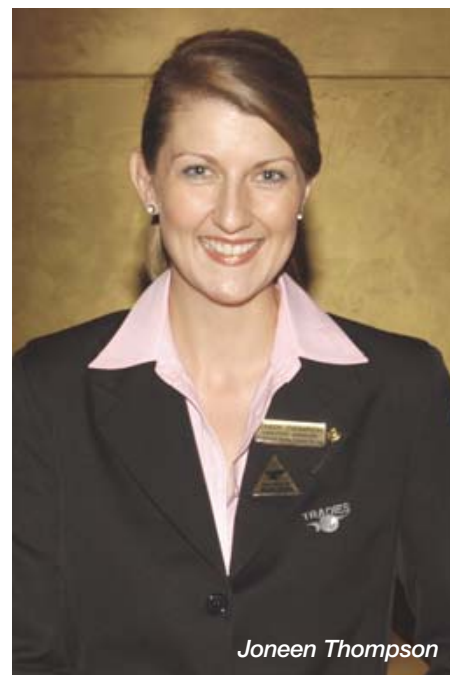
"All team members are regarded as people of character and as leaders in their own right," she added.

"Tradies is uncompromisingly clear about its core values.

"We believe that our dedication to 'uncommon practice' will again pay off in the coming months.

"By continuing to engage, develop and promote people with character, those who possess the values that shape leadership, drive an organisation of integrity, resilience and adaptability."

This will position the club for continued success in the face of the industry's newest challenge - the introduction of the non-smoking legislation, Joneen added.



Joneen Thompson

Liverpool Catholic Club puts \$460,000 into local community

Liverpool Catholic Club has injected a huge financial boost to the community by handing over more than \$460,000 to local charities.

The money was delivered through the Community Development Support Expenditure (CDSE) at the annual Community Grants presentation night in mid-August.

Organisations that received CDSE payouts included the Sisters of Charity Outreach, Mission Australia, Youth Underground, Centacare Catholic Community Services and the Liverpool Volunteer Resource Centre.

Liverpool Catholic Club President Tony Atkins described the 2007 CDSE grant recipients as diverse.

The grants covered a range of initiatives from youth and health awareness programs to projects providing assistance to people who are intellectually disabled.

Many local schools, including Good Samaritan Catholic College, Holy Spirit Primary School, St Therese Primary School, Clancy Catholic College and All Saints Catholic Senior College, will upgrade community facilities using the donations.

Various programs will be set up to improve I.T. and career support, occupational therapy, disadvantaged students, community interaction and participation in arts and culture.

"The organisations who have received funding are providing essential services to the community and rely heavily on our grants for assistance," Tony said.

"As a club we consider it a privilege to support the work these organisations do and the CDSE grants give us the opportunity to reinforce the club's commitment to the community of Liverpool."

Orange maintains manager training tradition

Orange Ex-Services Club is maintaining a strong tradition of investing in training for its management team.

The club, in Central Western NSW, currently has 11 managers all trained and receiving training through the CMDA. General Manager Dominic Connaughton, ACCM, was one of the first trainee managers to experience the benefits and opportunities that a manager training program provides.

CMAA Hall of Fame Manager Peter Bracher was at the helm of Orange Ex-Services Club when he introduced two talented young managers – Dominic Connaughton and David O'Neil – to the CMAA, the CMDA education program and manager traineeships.

The experience and opportunity created a life-long impression with both men and they made a commitment to education across their successful career and to passing on the message to young managers embarking on careers in the Club Industry.

Both have completed numerous CMDA programs, achieved their Active Certified Club Manager (ACCM) awards and have achieved 21 Year service awards.

Dominic, who was the club's first trainee manager, has made his life and career in Orange, taking on Mid State Zone executive responsibility and the Federal Councillor role for the Zone for more than nine years. Following Andrew Spice's move out of the Zone, Dominic recently accepted the role as Zone Education Officer to maintain his CMAA and CMDA relationship.

David is the CEO at the successful Castle Hill RSL Club and has extended his CMAA relationship to be a member of the CMAA Federal Executive and Chairman of the CMDA's Board of Management Studies.

"It was a wonderful start to our management careers and I will be forever grateful to Peter Bracher for having the vision and commitment to training, development and education, to push me towards establishing my career through training and study," Dominic said. "Having that opportunity to add to my learning and educational status on an almost annual basis was wonderful encouragement for a young man coming into this industry. I have done everything to encourage the young managers I have been able to employ here at Orange Ex-Services Club to make that same commitment to the opportunity to establish and advance their careers through the CMDA's education program."



The tradition continues ... Orange Ex-Services Club management team (from left) Dominic Connaughton, General Manager; Samantha Hockley, Trainee Manager; David Carsons Human Resources Manager; Mark Hartin, Information Technology Manager; Elissa Graham, Trainee Manager; Leanne Vogler, Gaming Manager; Joe Cain, Functions and Entertainment Manager; Guy Chapman, Assistant General Manager.

Dominic has 11 managers at his clubs who have completed, or are various stages of their management training programs. Orange Ex-Services Club has eight executive and departmental managers who were trainee managers, along with a fourth-year trainee and first-year trainee. Three of those senior managers have achieved their ACCM status, with Assistant Manager Guy Chapman due to complete his ACCM by the end of this year.

Since 1984, the club has maintained a manager training program and joined them up with the CMAA under the Trainee Managers' Award.

Dominic said the philosophy for the traineeships was easy to come up with as it's difficult to attract quality managers over the Blue Mountains.

"At an early stage, we decided to train them ourselves and employ them in departmental positions," Dominic added. "This leaves the club in a good position for those who want to further educate themselves and perhaps, one day, be the club's CEO. It can be very competitive, but it works."

Dominic said other advantages are that managers are "locals" and the members – and club – benefit from that dynamic, while the trainees learn all aspects of the organisation it's easy to cover for staff who are on leave.

"The CMAA offers quality training courses at the Head Office in Auburn and now with the regional program," Dominic said. "That, combined with

the excellent conferences that Ralph Kober and his CMDA team makes good sense of having management trainees for the future professional development of our club."

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New opportunity provides 'blank canvas'



Budget-priced meals are an attraction at the bistro.

By HENRI LACH

The once-modest Paradise Point Bowls Club has been elevated to a new level after a \$4.5 million refurbishment and expansion program.

It now boasts the Gold Coast's only under-cover bowling green, is attracting new members and it has major tournaments in its sights.

The club also has a professional general manager - for the first time in 10 years.

Steve Day, former CEO of Brothers-St Brendan's League Club in the south-

western Brisbane suburb of Rocklea, scored the job mid-year.

Steve feels like an artist with a blank canvas.

"It's a challenge and a great opportunity to take on a club from a new beginning," he said.

One of his first tasks, as he saw it, was to reorganise the staffing structure.

"Some reforms were needed, and some hard decisions had to be made," he recalled. "There was no leadership - there was no-one in charge and no-one quite knew what their job was.

"I had to make some serious changes. I

had to ensure we live up to our motto ... 'The Friendliest Club in Paradise' ... and staff have been told they have stick to that motto."

He paid tribute to the club's Board of Management and Chairman Barry Alderdite for forward thinking in raising the club's status with a huge capital expenditure program.

Most importantly, he is finding it easy to work with the Board.

"There was a bit of a worry about some of my ideas, but I've been given a free hand. I'm putting in the hours, but I love it," Steve said.

Unlike other sporting clubs where the sports club and the licensed club are separate entities, the Paradise Point Bowls Club is just one body.

"My job is to look after the bowlers as well as the running of the club," Steve explained.

He's not a bowler, but Steve appreciates it's a sport that has a strong following and is attracting younger bowlers every day.

"We have a junior team from the local high school who won the Gold Coast District Junior Pennant Competition this year," he said with a touch of pride.

Paradise Point Bowls Club's history is somewhat shrouded in the mists of time.

What is known is that it was established in 1967, at a time when the area was the end of the line - well before bridges linking Paradise Point with Hope Island and beyond.

A parcel of about two hectares was donated by a local grazier and the freehold vested in a management trust.

By the 1980s, it was well established with local membership from a rapidly growing population as Paradise Point expanded into a desirable residential area at the northern end of the Gold Coast.

Construction of two bridges gave the area better access to Brisbane and the population has continued to grow.

With the advent of poker machines in Queensland in the 1990s, the club found itself with funds to extend facilities.

Two years ago it embarked on the multi-million dollar expansion program that included an upgraded gaming room for its 50 new machines.

Three new under-cover bowling rinks compliment the original outdoor



The under-cover bowls rinks are very popular.

"Four huge 45,000-litre underground water tanks are part of the club's capital expenditure program ... We'll be virtually drought proof ..."



The original greens are being maintained.

bowling greens that remain carefully maintained.

The term “under cover” is used advertently, because the rinks are not indoors - they are open on three sides.

The board did a lot of travelling to bowls clubs in Queensland and northern NSW before deciding on the \$2 million design. One million of that came from a State Government sports grant.

Four huge 45,000-litre underground water tanks are part of the club's capital expenditure program.



Lots of planning went into the design of the new rinks.

Two tanks under the front car park will service the toilets and washing facilities, while the tanks under the major rear car park will serve the outdoor bowling greens.

They are interconnected so water can be pumped between the tanks.

“We’ll be virtually drought proof,” Steve said.

Paradise Point Bowls Club membership, which hovered around the 2,000 mark a year ago, rocketed to 3,000 as the major works neared completion.

Steve Day is hopeful of further growth as he launches a major marketing campaign.

“It’s hard to know what’s the best form of advertising - electronic, newspapers or letter box drops - so we’re doing the lot,” he said.

The catered bistro with its bargain-priced lunches and dinners is already proving a major drawcard, serving about 200 meals nightly.

BIG-TIME BOWLS ON THE HORIZON

Paradise Point Bowls Club has a bright future with major bowls tournament organisers assessing its potential.

Located on freehold land worth millions of dollars at today’s prices, it’s in a prime residential area and now has an experienced professional manager.

In fact, it’s getting three levels of expertise for the price of one in Steve Day.

Steve’s father, Wally Day, is a former CMAA Queensland President and legendary club executive in South-East Queensland.

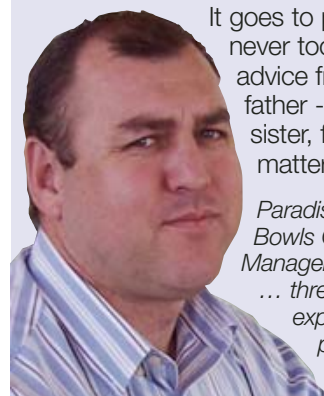
Wally retired in June 2005 after 14 years at the helm of the Redcliffe Leagues Club, now trading as the Dolphins Redcliffe Leagues Club.

Steve’s sister Michelle is a former club executive who last headed the Tamborine Mountain Bowls Club.

She is a senior member of a hospitality industry consulting group.

Steve makes no bones about the fact he consults his sister and father on a regular basis.

“I talk to both of them a couple of times a week about all sorts of things in this job,” he said. “Dad is a great source of knowledge, and Michelle has a very useful background in accounting.”



It goes to prove you’re never too old to take advice from your father - or your sister, for that matter.

Paradise Point Bowls Club General Manager Steve Day ... three levels of expertise for the price of one.



Paradise Point Bowls Club is attracting more membership.

Professional Assistant Managers add great value



Numurkah Golf and Bowls Club General Manager Grant Duffy (right) and Assistant Manager Kevin Morland with CMAA Victoria Zone Awards Co-ordinator Hayley Morris at the 2007 Dinner at the Yarraville Club.

Numurkah Golf and Bowls Club is located on the Victorian side of the Murray River and competes with larger NSW clubs such as Tocumwal and Cobram-Barooga.

However, the club's Assistant Manager, Kevin Morland, has taken every step to ensure his professional development via the CMAA has brought benefit to his club.

Kevin, who has been a CMAA member for eight years and Assistant Manager at Numurkah for the same period, also is the CMAA Victoria Zone Secretary.

In 2000 and 2001, Kevin took out the CMAA Victoria Division Assistant Manager of the Year Award and completed his Advanced Diploma with William Angliss in 2003, when he also achieved his CMAA ACCM.

Like other Assistant Managers, his role is challenging and interesting.

While responsible for the club's day-to-day operations - including, food and beverage, golf and bowls, gaming and accommodation - he also assists Club Manager Grant Duffy in project work.

Those projects extend to developing a new gaming venue in Kerang, where Numurkah has a management contract.

Kerang is the country north-west Victorian town that was the scene of the tragic level crossing accident in early June that claimed 11 lives when a B-double truck crashed into a V-Line train.

Kevin also has spent considerable time in Kerang, assessing daily operations and conducting an internal audit.

Grant Duffy, a CMAA member since 1993, CMAA Federal Councillor for the newly constituted Division H (Victoria Zone, Riverina Murray Zone and ACT Zone) and Victoria Zone Treasurer is the General Manager at Numurkah Golf and Bowls Club.

Grant said Kevin was a very professional person with an excellent ability to approach problems with an analytical view.

"Kevin is appreciated and well liked by our staff, suppliers and members," Grant added.

"He attends our Board meetings and deals directly with the Board on many issues ... he is a great asset to the club and we appreciate that we are lucky to have him in the club and in the Numurkah community."

Numurkah Golf and Bowls Club has battled through a tough few years.

Most recently, the golf course ran out of water and it's possible that a zero percent water allocation on the Murray River System next year will have a significant impact on the club.

"We recently developed on-course accommodation and it has kicked off incredibly well," Grant said.

"Occupancy is fantastic and it is reflecting in the club's improved financial performance.

"I take the view that if irrigators are allocated zero percent, then there will be more than us at the club who will find the going tough.

"So, we will control the things we can and just deal with the things we can't."

Kevin says that the most important component of a good club is a positive culture.

"We all know the rough and tumble of managing clubs," he said.

"At Numurkah, we just focus on not taking issues personally and being positive and professional in all our dealings.

"That develops a culture of friendship and trust, so our members and customers enjoy a wonderful atmosphere here."

Kevin says Numurkah Golf and Bowls Club will continue to develop plans and manage finances carefully to ensure the club is handed to the next generation in a healthy state.

He is also committed to continue his professional development through the CMAA.

"I hope that through my committee position on the CMAA Victorian Zone that I can encourage other Victorian middle managers to develop professionally," he said.



Maroochy RSL Club celebrates 35 years

Times have changed since September 1972 ... no place more than Queensland's Sunshine Coast.

The Coast has blossomed, but there few local businesses and organisations that can boast a vintage of 35 years.

Maroochy RSL Club is one organisation that happily celebrates 35 years of support and participation in the community.

Leafing through old copies of club newsletters is a trip through history and sub branch member Lindsay Wilson, MBE, OAM, has compiled a remarkable book summarising establishment of the sub branch and the club.

Lindsay's book – *"Keeping The Faith"* – is available at the RSL Club reception desk and former local journalist now Queensland State politician Fiona Simpson's foreword notes: "It has been quite a metamorphous from humble beginnings when the Women's Auxiliary cooked meals in a tin shed near Cornmeal Creek and young couples danced under the stars. Today, despite growing pains and challenges which would have sunk a lesser group, the dual facilities have become among the best in Queensland. I cannot help but ponder that if the Maroochy RSL had not survived its trials and tribulations, how much poorer we would all be."

Sir Francis Nicklin officially opened the club building, which was completed in September 1972.

While there have been struggles, the club has grown into a superb facility,



winning "Best Club on the Sunshine Coast" at the Queensland Club Achievement Awards in April.

When the club celebrated its 20th birthday in 1992, there were 2,550 members, which has increased tenfold by the 35th birthday.

"The club thanks the loyal members who have supported the club's survival and growth," General Manager Tom Casillieris said.

Week-long birthday celebrations ran from September 8 to 16.



A taste of Italy opens at Bankstown Sports Club



It's a romantic dining dream come true – and it's right in the heart of downtown Bankstown.

NSW Premier Morris Iemma and Bankstown Sports Club President John Murray joined members and guests to officially open the club's newest dining experience La Piazza last month.

The \$12 million development is an attractively themed southern Italian streetscape seating up to 400 diners and provides a unique dining experience.

Set under balconies and arches created in a palette of Tuscan colours,

diners sit in an al fresco setting on a cobblestone street overlooking an outdoor water feature.

La Piazza patrons will enjoy a selection of Italian delights under the direction of renowned Sydney restaurateur Mario Libertini.

"Bankstown Sports have recognised the need to offer members and patrons a quality dining experience," Mario said. "The perception of clubs in the local community is changing and they are now a viable option for many local residents for a place to come and enjoy a night out."



Sydney residents already are familiar with Mario's authentic Italian cuisine at the popular Enfield restaurant, Il Buco, which he operated until 2006.

With architecture and construction by Paynter Dixon Constructions, Assistant Secretary Manager Mark Condi is confident the first stage of the new eatery will be a success.

"The decision to develop an Italian eatery at the club is part of a larger visionary development that will ensure Bankstown Sports Club continues to move forward and is able to continue providing the best services to members and patrons," Mark said.

During the next 24 months, the club will continue to expand facilities to include a specialty Italian restaurant headed by Mario Libertini, an event and conference centre and commercial tower.



What's in store for the 2007 vintage

The dust has finally settled on the 2007 vintage in Australia with many describing the challenges thrown up by Mother Nature as "life altering".

With the threat of a wine glut still hanging over the industry, every trick in the book – drought, flood, frost, snow in summer, bushfire in winter and the old chestnut of disease – seemed to hit most of the major wine-growing regions of this country in one form or another during the past 12 months.

Drought was the underlying biggest contributor, with water allocations across many parts down to below 10% of requirements.

And, when it was over, low and behold, forecasters were predicting a shortage of supply.

For the first time in a long time, overseas grapes were being commissioned to make up for shortfall in domestic supply.

How the world turns!

Last year - and the year before - tonnes of grapes were left to rot on the vine ... but not this year.

Grapes usually destined for fruit-and-veg shops were being sent to the crusher to make some sort of wine beverage and, upward through quality, this went right across the board.

Everything was smaller - berry size, yields and overall harvest.

It meant that an estimated half-a-billion less bottles of Aussie wine were produced this year as opposed to last year - ouch!

So, what does it all mean?

Consumers can expect that clubs will be faced with reprints of wine lists if identifying vintages, because the aromatic whites (Sauvignon Blancs and Rieslings) will run out some time in the new year.

This is a certainty.

I'm not suggesting you stock up - just roll with it ... everyone is in the same boat. Also, you will probably pay a little extra for those premium bottles, such as top-end Rieslings.

Look for bargain Sauvignon Blancs from New Zealand and don't go too "commercial".

These commercial names will be highly sought after by bottle shops and probably discounted heavily, especially

leading into Christmas.

Reds will have great depth of colour and flavour and we could see some outstanding wines from renowned regions.

On the whole, Shiraz and Cabernet yields were both down by more than 30% from the famous South Australia regions, so shop around and expect to pay a little more.

Beware, however, because not all wines should go up in price.

Stick with well-know brands that identify regions.

Certainly, keep an eye out for anyone daring to start a new brand this year ... that to me would smell of imported fruit or price gouging.

It's not all bad news.

There won't be much of the 2007 vintage around, but what will be available should be very good drinking.

*** Brendan Bate Wine Agencies**
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I believe in Ghosts

I've been watching closely the evolution of brands from Hunter winery, **Pooles Rock**. Aside from their flagship **Pooles Rock** label, they also have wines under the well-established **Cockfighter's Ghost** range, and an entry-level brand, **Firestick**. The expansion of **Cockfighter's Ghost** is what has caught my interest of late. Under the guidance of the astute wine maker **Patrick Auld**, who has enjoyed a distinguished career since the early '70s in the Hunter Valley, they have sought to introduce a premium regional range, punctuated by the recent inclusion of **Tasmanian Pinot Noir** and **Coonawarra Cabernet**. I got my hands on a bottle of the 2005 **Cockfighter's Ghost Reserve Pinot Noir** and half-way through its delicious flavours, the penny dropped. The fruit comes from the vineyards of **Andrew Pirie**, the genius behind most of the good Pinot coming out of Tasmania. Pirie has long been regarded at the forefront of Tasmania viticulture, and was responsible for the icon brands, **Ninth Island** and **Piper's Brook**. Together with **Patrick Auld**, the pair have crafted an outstanding Australian pinot, characterised by the luscious ripe berry fruit of the region and a wine that sits beautifully balanced in your mouth – soft, yet full flavoured – **BRENDAN BATE**



Silverband wines showcase superior quality and elegance

Seppelt is proud to release two new Grampians premium wines, a Shiraz table wine and a non vintage sparkling Shiraz named after the picturesque and unique Silverband waterfalls in Victoria's Grampians region. Seppelt Silverband wines have been created to display the unique terroir of the Grampians, renowned for producing fine, cool climate wines of superior quality and elegance. Seppelt Senior Winemaker Emma Wood said these wines were a reflection of the cool climate region from which they are sourced. "They embrace the distinctive style of the Grampians (Western Victoria) and demonstrate the affinity between this region and Shiraz," Emma said. "Our winemaking team is focused on producing balanced, elegant wines that remain regionally and varietally expressive but without excessive alcohol or use of oak." The Non Vintage Seppelt Silverband Grampians Sparkling Shiraz is composed of select tirage wine parcels with an average age of six years. These parcels were initially trial lots, carefully selected by the winemakers with the promise of the ability to age gracefully and develop intense varietal and regional characters. Over time, these batches were identified and blended to craft the unique and delightful NV Silverband Grampians Sparkling Shiraz. Emma describes this wine as intense russet red in the glass. The nose shows classic Shiraz aromas of pepper, spice, leather and cigar box, resulting in a rich, full-bodied and flavoursome palate. The wine shows a well-integrated balance of complex, mature components, married with fresh, vibrant, youthful parcels. The result is a classic, non-vintage sparkling wine with excellent, savoury bottle age characters. The 2005 Seppelt Silverband Grampians Shiraz was created to display the unique character of the Grampians.

Samoa delivers – with a smile – on tropical

By PETER SHARP

The past month, or so, would have been a wonderful time to visit and discover Samoa. In fact, you might have had the run of the place.

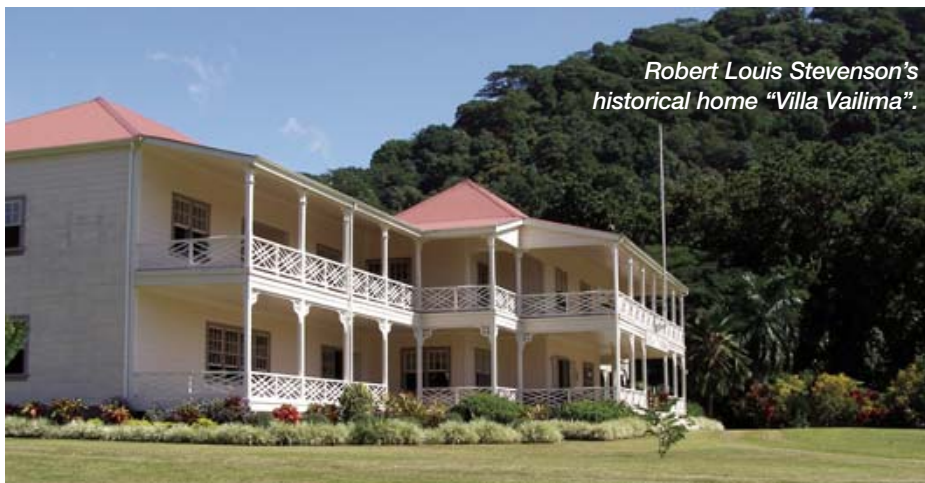
Samoans are beautifully simple people with smiles that showcase their generous sense of home and hospitality. But, they are consumed with rugby union. Lots of children are playing soccer, but rugby dominates the sporting landscape. And the rugby World Cup, being staged in France and Wales, has had their attention for months leading up to the tournament.

Once they kicked off at Park de Prince, Samoa switched on to the fortunes of their blue-clad heroes half a world away from their Pacific paradise.

When introduced to Deputy Prime Minister Misa Telefoni in late June and the formalities resolved, he was keen to know about Wallabies five-eighth Stephen Larkham's knee injury and whether Chris Latham would be fit in time to play fullback.

It was the day before the national parliament would ceremonially install its second Head of State in 45 years, but the "DP" was focused on the rugby Test against Tonga a few days later, the Webb Ellis Trophy in Paris this month and an 81kg tuna landed an hour earlier and destined for the banquet table later that evening.

Tim Cahill, one of Australia's Soccerroo World Cup heroes, was visiting Samoa with his family and almost anonymously enjoying a few hours pool-side at the famous Aggie Grey's Hotel in the centre of Apia. Cahill's mother is Samoan-born and he first played international soccer as a teenager for Samoa – but made



Robert Louis Stevenson's historical home "Villa Vailima".

history in scoring Australia's first World Cup goal.

There was plenty of global soccer diplomacy that led to the Everton star's arrival in a Soccerroo strip, but, like the Samoan-born rugby champions who have played international rugby for the New Zealand All Blacks, their homeland is happy for their success but brimming with pride for their heritage.

Misa Telefoni's infectious smile broadens as he proudly declares that Tanu Umaga is a Samoan-born All Black captain who was the first non-Maori allowed lead the fear-inspiring "haka" before a Test match.

Misa, a solicitor by profession, also reports that the homeland's population of 180,000 is 70,000 less than the estimated 250,000 Samoans living and working abroad – predominantly in New Zealand and Australia.

"We are a global people, but our hearts are always here," Misa muses.

It's a relatively uncomplicated life in Samoa, one that Australians and most of the Western world craves ... the idyllic equatorial image, white beaches dotted with palm trees, crystal ocean with fishermen delivering dream-only catches, seafood banquets in sea-side restaurants and a sky so blue it can't possibly be real. But it is ... all of it.

Our Samoa Tourist Authority guide is Sonny Rivers, a strapping young man educated at home with scholarship tourism studies in Melbourne, would not look out of place in the national rugby side. His humble, unassuming personality typifies the style, charm and understated beauty of the two-island nation. The capital, Apia, is on the island, Upolu, while the less-populated Savai'i a stunningly beautiful surprise.

Upolu is the administrative, economic and tourist epicentre of Samoa with a

population of just over 100,000 and more tourist attractions and accommodation.

The 90-minute ferry ride across the Apolima Straight to Savai'i conveys visitors to a vastly different pace and style of life, accommodation and population of 65,000. The most memorable and beautiful moments and sights of the Samoa experience are all natural ... mountain waterfalls and waterslides, sea-side blowholes, rainforest walks and people going happily about their days with a focus on family, faith and living in the moment.

Tomorrow – and prosperity – is the realm of the Government and God.

They have comfortable homes, cars of all shapes and sizes and TVs aplenty, but most have no bank account as what they have is shared by the needs of the extended family. The older generations are honoured and supported by that same extended family.

Life is simple and relatively innocent, but not naïve. Samoans have a strong sense of identity, heritage and honour.

We flew Air New Zealand to Samoa from Sydney via Auckland, leaving Sydney at 6.30pm on Friday and touched down in Apia at 5.20am the same day. Just minutes east of the International Dateline, Samoa is 21 hours behind Sydney, so we arrived at our destination 13 hours before we flew out. You pay the price on the way home, losing almost an entire day crossing the Dateline and traveling west, but it's all worth it.

Samoa is a treat ... climate, accommodation, food, natural attractions and hospitality.

It was so special that it inspired seven books from Scots author Robert Louis Stevenson who traveled the globe and



Deputy Prime Minister Misa Telefoni (right).

holiday dreams

traversed the Pacific, passing up Tahiti and Hawaii to settle in the hills outside Apia.

Stevenson, who could have lived anywhere, was seeking a dry climate to battle his tuberculosis, but fell in love with the country and the people and sacrificed his medical needs for spiritual contentment.

He played a low-profile, but integral, role in Samoa's democratic development, offering wise counsel to the tribal chiefs and earning great respect for his humility.

Stevenson built a stylish home, "Villa Vailima", in the shadow of Mount Vaea.

The estate eventually fell into disrepair after Stevenson's passing and his family left Samoa to return to Scotland.

However, "Vailima" was restored and converted to a museum and monument to the globally loved and respected writer by American philanthropist and Stevenson aficionado Robert Maughan.

In the days before his death, Stevenson stated two wishes ... that he "die with his boots on" and "die in Samoa" ... he did not want to be buried back in Scotland.

So loved and respected in his adopted nation, Tusitala's (teller of tales) casket was passed hand-to-hand by the Samoan locals until Stevenson reached his final resting place atop Mount Vaea overlooking his home and the ocean.

As a tourist destination, Samoa offers everything - happily, with less commercialism and size - than other Pacific holiday locations - Fiji, Vanuatu and Tahiti.

We were treated to three superb and



Samoa's native flower Teuila, or red ginger.

different properties – Sinalei Reef and Spa Resort, the neighbouring Coconuts Beach Resort on Upolu and Le Lagoto Beach Resort on Savai'i.

Each – by conventional resort standards – is a relatively small property of up to a dozen beach-side "fales" (cabins) that reflects the status of the resort and caters perfectly to the full range of tourists – the well-healed and the budget-minded.

Sinalei, established and run by the Annandale family, is a lavish, up-market property with "mini-apartments" and a spectacular honeymoon suite featuring its own pool on the water. Guests can stand on balconies and watch the waves lapping beneath their floorboards. Sinalei has a policy of not accommodating children aged under 12 years.

A few hundred metres along the beach, Coconuts Beach Resort is similar in location but different in accommodation style.

Families are welcome and comfortably accommodated at Coconuts.

A feature are the two "over-water" fales that require a 10 metre gangway walk to the front door with the apartments built in the water – and there are few things more soothing than quietly rolling waves sending a visitor to sleep.

Still on Upolu, the modern and vast Aggie Grey's Lagoon Resort, near the airport, better fits Australian tourist concepts of a Pacific island holiday ... sprawling accommodation, golf course, tennis, palatial spa and watersports.

On Savai'i, Le Lagoto Beach Resort is managed by former Brisbane social worker Jane Jennison who is married to a Samoan with their year-old child.

The beach-side property offers eight spacious, self-catering fales and a beach-house (upstairs and downstairs), all comfortably furnished.

Le Logoto features a superb restaurant and sunset views that last forever.

While Air New Zealand flies to Apia via Auckland, Samoa's adopted carrier Polynesian Blue flies direct from Sydney.

Visitors will get around two Samoan tala (T2) for an Aussie dollar (\$A1), so it's fun – and affordable - to shop, eat and play.

➤ *Peter Sharp traveled to Samoa as a guest of Air New Zealand, Adventure World and the Samoa Tourism Authority.*

"As a tourist destination, Samoa offers everything - happily, with less commercialism and size - than other Pacific holiday locations - Fiji, Vanuatu and Tahiti ...

Travel:

Air New Zealand (via Auckland) – www.airnewzealand.com

Great Deals:

Sinalei Reef Resort & Spa

➤ \$1,858 - 7 nights in Garden View fale (incl airfares, taxes & transfers, accommodation & American breakfasts with afternoon tea)

Coconuts Beach Resort

➤ \$1,645 – stay 7 – pay 5 nights in Garden Suite (incl airfares, taxes & transfers & accommodation)

➤ Both offers available for sale until 31.10.07 for travel until 31.03.08.

➤ Information: 1300 302 591

➤ www.adventureworld.com.au



The two "over-water" fales at Coconuts Beach Resort.

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